

Winner of Kremlin race faces taxation challenge

By Chrystia Freeland and John Thornhill in Moscow

President Boris Yeltsin's unexpectedly strong re-election campaign has owed much of its success to his message that Russia is being asked to make a crucial choice between a return to the Communist past and continuing towards a democratic future.

However, some of the president's reformist allies are already warning that the day after the polls Mr Yeltsin will confront an equally vital decision between building a competitive free-market economy or a corrupt one dominated by big business unwilling to pay for basic social services.

In what was once the world's most hegemonic centrally planned economy, the biggest problem after the polls is likely to be the low level of tax collection.

A central government, which just five years ago decreed how many widgets would be produced every week and when crops across the nation would be sown, has today become unable to collect enough tax revenues to feed its soldiers and pay its pensioners.

"If the government cannot collect taxes then regardless of the outcome of the elections it will face very great problems,"

Russia's tax time-bomb

	Budget Revenue % of GDP	Budget Expenditure % of GDP
1995 Q1	14.1	18.2
Q2	13.2	18.8
Q3	14.6	16.8
Q4	16.3	19.7
1996 Q1	11.6	14.5

Source: The Russian-European Centre for Economic Policy

The burden compared

% of budget revenue	Russia	OECD average
Enterprise profit tax	25.8	7
Individual income tax	2.1	30

Source: Organisation for Economic Co-operation and Development

said Mr Sergei Aleksashenko, deputy governor of the central bank. Worse still, in contrast with other post-communist economies, in Russia over the past two years rates of tax collection have been falling, rather than rising. They dropped from 11.5 per cent of gross domestic product in 1994 - already only a quarter of western European levels - to less than 9 per cent this year.

And, Mr Aleksashenko said, revenues plunged to just 3 per cent of GDP in the first three weeks of this month.

Western economists and Russian officials warn that unless the government can pull out of this tax spiral the country could face a budgetary crisis before the end of the year.

"Revenues in relation to GDP are very low and are falling, when they should be stabilised and rising. The problem will not be eliminated overnight," said a senior western economist. "The expenditure side is not as big a problem."

In spite of the vote-winning clamour of Mr Yeltsin's open-handed campaign-trail promises, the Kremlin has not overstepped the spending limits it agreed with the International Monetary Fund this year. This tough approach has cut inflation to below 2 per cent a month and stabilised the rouble, but it has also stretched government-funded services to a breaking point.

To bridge the budgetary gap, the government has been forced to borrow increasingly from the domestic capital markets. But political uncertainty, limits on foreign participation and a domestic liquidity crunch have driven government borrowing costs to astronomical levels, pushing annual

ised yields on six-month treasury bills to more than 215 per cent before the first round of presidential voting.

The high price of government debt has, on IMF definitions, temporarily pushed the budget deficit nearly 30 per cent above targets agreed with the Fund earlier this year.

However, this problem could be solved later this year. Treasury bill yields, which have already tumbled since Mr Yeltsin's narrow lead in the first round of voting, are likely to fall much further if Russia acts on its pledge to throw the market open to non-residents by the end of the year.

A strong inflow of foreign cash into the Russian bond market is part of a benign cycle many investors are betting will begin to unfold if Mr Yeltsin wins. But this in itself could complicate exchange rate policy. Currently, the central bank has pledged to keep the rouble within a corridor of Rb4,900-Rb5,600 to the dollar.

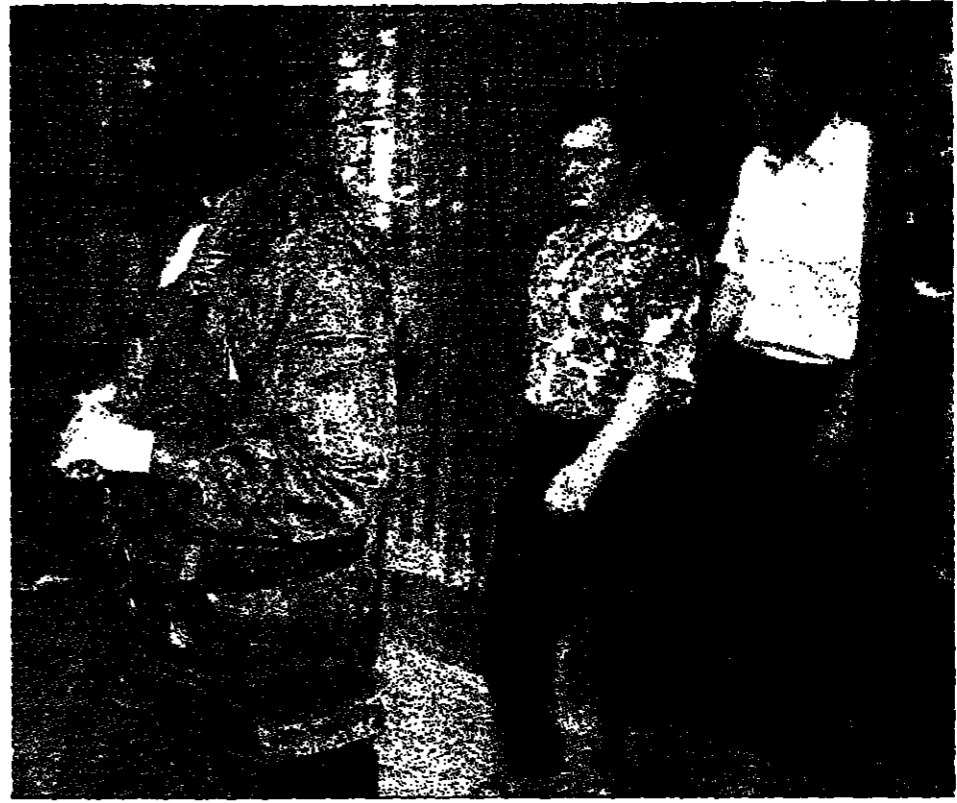
However, a big influx of hard currency could strain the top end of this band, forcing the government to choose between allowing the rouble to appreciate and increasing the competitive pressures on manufacturers or keeping it stable and facing a rise in domestic prices.

Russia's armed tax police go 50-50 with treasury

Medieval Russian princes kept their purses fat through a system of tax collection they called *kormlenie* or feeding. Under the rules of *kormlenie* tax agents had the right to exact as much extra booty from the sovereign's unucky subjects as they could, so long as they first gave the Kremlin its cut, write John Thornhill and Chrystia Freeland.

In its desperation to revive anaemic tax revenues, Moscow this week re-introduced a modern version of this ancient practice. According to a new presidential decree, the tax police, Russia's gun-toting, flak-jacket-wearing tax collectors of the last resort, now have the right to 50 per cent of any taxes they bring into the treasury through their investigations.

Lieutenant-General Boris Dobrushkin, head of the Moscow city tax police, hopes the new system will help his agency overcome the severe budgetary squeeze which is threatening to suffocate all branches of the Russian government. "We have been receiving so



Armed tax collectors can now take their cut of revenue to pay their department's running costs

little funding that sometimes we've had our telephones cut off," Gen Dobrushkin said.

But some businesses fear the new regime will only make an unpredictable and contradictory tax system even more onerous and will increase the burden on law-abiding tax payers, while allowing Russia's largest companies to enjoy special government exemptions.

The tax authorities estimate 60 per cent of tax arrears are owed by just 1,000 large companies. Because of their political lobbying power, many of these enterprises regularly receive government forgiveness for the accumulated debt and much of the private sector goes unrecorded. That makes foreign companies and joint ventures,

which tend to have more transparent financial accounts and are more obliging in paying taxes, an attractive target for the tax man. This unpredictable tax regime acts as a severe deterrent to foreign investors, but most economists say it is unlikely to change soon. With their new 50 per cent cut, the tax police can't wait to be the treasury's enforcers.

Klaus trades cabinet seats to set up minority government

Czech PM signs coalition pact

By Vincent Boland in Prague

Mr Václav Klaus, the Czech prime minister, signed a coalition agreement yesterday with two small centre-right parties, clearing the way for talks with the opposition on securing support for a new minority government.

The agreement came nearly a month after a general election in which the government led by Mr Klaus lost its parliamentary majority. It reunites the prime minister's Civic Democratic party (ODS), the Christian Democrats (KDU)

and the Civic Democratic Alliance (ODA), the coalition that governed for the past four years and introduced sweeping economic reforms.

Mr Klaus said the agreement would allow the coalition to continue "in the next months and years", but before it can form a government it must secure the support of the main opposition Social Democrats (CSSD) for its governing programme and for its continued survival in office.

Talks on getting support are expected to last several weeks. The CSSD saw its share of the

vote surge in the election on May 31 and June 1 and is now the dominant opposition party, while the coalition has 99 of parliament's 200 seats.

The key to the success of those talks will be the distribution of important posts in parliament. Mr Miloš Zeman, the CSSD leader, last night won coalition support for his successful attempt to be parliamentary chairman.

The coalition agreement was never in doubt, but it was secured only after the ODS made substantial concessions. The party completely domi-

nated the outgoing cabinet, but this time will take only eight of a proposed 16 cabinet posts, with the KDU and ODA taking four each.

However, the ODS will retain most of the key portfolios, including finance, foreign affairs and interior.

The privatisation and economy ministries are being abolished, while a new ministry for regional development will be entrusted to the KDU, which will retain defence and agriculture. The ODA is to retain the industry portfolio and gets justice and environment.

Kiev dispute enters new phase

By Matthew Kaminard in Kiev

Ukraine's parliament yesterday speeded up its consideration of a controversial new constitution after President Leonid Kuchma threatened to bypass hostile deputies by holding a referendum.

The parliament, whose large Socialist and Communist factions had blunted attempts to pass the president's draft constitution, went into special session last night to consider the contentious clauses that have held up passage for months.

Mr Kuchma took a political gamble on Wednesday night by calling a referendum on September 25 on his version of the constitution. But the president appeared ready to withdraw his threat were parliament to pass a draft that keeps a strong presidential system and guarantees private property.

The constitutional battle has raged for months, while the lack of clarity over the division of powers has paralysed decision-making and brought the president into frequent conflict with the parliament. Ukraine is the only ex-Soviet republic without a constitution.

Mr Dmytro Tabachnyk, presidential chief of staff, said "delays in adopting the new constitution would create a real threat to the country's internal stability and to democratic change". The draft under discussion last night would give the president power to name cabinet members and control local government from the legislative to the executive branch.

Mr Oleksander Moroz, parliamentary speaker, has opposed dilution of the chamber's powers, as occurred in Russia in 1993. The large Communist faction dislikes a clause permitting the free sale of land.

But opinion polls show that Mr Kuchma is more popular than the parliament.

Last year, he forced parliament's hand to agree a temporary "mini-constitution" by also threatening a public vote that his political opponents in parliament appeared destined to lose.

At the same time, a referendum today would carry serious dangers for the president.

It could destabilise Ukraine by giving voice to the public discontent about the economy. Regional tensions also would be exposed in any poll, particularly in the predominantly-Russian Crimean peninsula.

In addition, Mr Kuchma risks alienating his allies in parliament, who might not be ready to support the president should he raise the political stakes by trying to circumvent the parliamentary system.

Winterthur - continued success

• In 1995, Winterthur increased its consolidated profit by 15.1% to CHF 419.2 million. After the excellent results of 1993 and 1994, this signifies another leap in profits.

• In European direct operations, Winterthur is the fourth largest insurance group. In our home market Switzerland, we are the market leader. Rating agencies of international repute repeatedly confirm our solid financial basis by awarding us the highest ratings.

• Three factors have contributed to Winterthur's favourable developments: First, we have strengthened our market position by acquiring several companies from Swiss Re in Southern Europe and by taking a controlling stake in HIH Winterthur in Australia. Second, the profitability of our non-life insurance operations has improved considerably. And third, we have initiated a promising strategic partnership with CS Holding in Switzerland and in a few selected foreign markets, after DBV-Winterthur in Germany has already been successfully co-operating with Commerzbank for many years.

• Based on our excellent positions in Switzerland and the European operations, we expect

another double-digit growth rate in the premium volume and a favourable development in terms of profits for 1996. We shall strongly promote our operations in the markets of Southern Europe and Southeast Asia with their enormous growth potential. In North America, we have based our operations on our subsidiaries, which are firmly established in their respective regions but only operate in non-life insurance. Our position as an internationally leading multinational industrial insurer will be further expanded.

• Winterthur's operations are backed by some 27,000 competent and highly motivated staff. 30,000 shareholders have put their trust in us. Millions of satisfied customers form the basis of our success. - In all their interest, we shall do our utmost to strengthen further the net worth and profitability of our company.

Peter Spälti
Chairman of the Board
and Chief Executive Officer WGR

Highlights

	1995 GBP m	1995 CHF m	1994 CHF m
Winterthur Group			
Gross premiums	12,463.8	22,310.2	20,462.0
Investment income	2,423.0	4,337.2	3,943.2
Annual profit	234.2	419.2	364.2
Investments	40,188.4	71,937.3	64,958.3
Insurance reserves	37,729.3	67,535.4	61,113.3
Shareholders' equity (after minority interests)	2,251.8	4,030.7	4,106.6

	GBP	CHF	CHF
Data per share (nom. CHF 20 par)			
Shareholders' equity (consolidated)	256	458	485
Profit (consolidated)	27	48	43
Dividend	11	19	17

Exchange rate 31.12.1995: GBP 1 / CHF 1.79

Winterthur Insurance

Head Office
General Guisan-Strasse 40
CH-8401 Winterthur, Switzerland
Telephone 0041 52 261 11 11
0041 52 261 23 71 (Investor Relations)

winterthur

Winterthur in Great Britain

Winterthur Life, Basingstoke • Churchill Insurance, Bromley • Winterthur International, London

NZ inflation target 'should be eased'

By Terry Hall in Wellington

Forecasts by the New Zealand Reserve Bank yesterday that it would breach its 0.2 per cent inflation target throughout this year have led to growing demands to modify the 1989 Act which put the governor, Mr Don Brash, in charge of monetary policy with the aim of curbing the cost of living.

Critics say that the target is too tough and that the ceiling should be widened to 3 per cent to allow greater flexibility in setting monetary policy.

Mr Rodney Dickens, chief economist of Ord Minnett, said recent breaches of the target had been due to poor

forecasting. The Reserve Bank should cease to rely on historic statistical data, which can be three months out of date, but should rely on leading indicators, he added.

The Reserve Bank's statement pushed the New Zealand dollar down, at US\$0.68, from US\$0.6825, while New Zealand July 1997 bond yields rose 26 basis points to 9.62 per cent, amid concerns about sustainability of government policy.

Mr Brash said the bank would vigorously resist any significant easing in monetary policy in the absence of conclusive evidence that inflation would drop sharply over the next two years. Most opposi-

tion parties, including Labour, the Alliance and New Zealand First, have said if they are elected this year, they will amend the Reserve Bank Act and widen the target band to revitalise the economy.

A common fear in these parties is that attempts to stick to a narrow target could lead to recession. This follows reports of deteriorating profits from manufacturers, retailers and farmers due to the bank's tight monetary policy. This year has seen a rise of up to 2 percentage points on home mortgages and personal lending, falling house prices, a sharp rise in the value of the New Zealand dollar, and falling employment.

A change of the target was tempting, Mr Brash said. "But the present 0.2 per cent target has served us well. New Zealand has achieved good economic growth with low inflation over the past five years."

Critics believed a slightly wider band would allow monetary policy to be less activist and more beneficial to the economy, he added. "But it is possible there would be no benefit at all if people were led to expect higher inflation or the Reserve Bank to defer reacting to emerging inflationary pressures till these had become embedded."

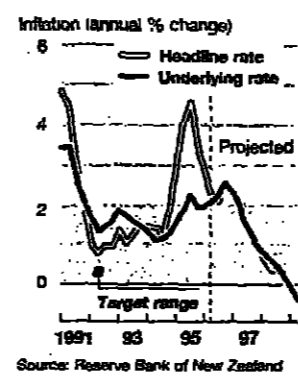
He defended the bank's success in limiting inflation to a

peak of 2.6 per cent as the economy re-adjusted to lower growth rates after reaching 6 per cent two years ago. It now looked as if inflation would be greater than 2 per cent for the nine months of April-December. However "disagreeable," it was vital monetary policy actions now were geared to influencing inflationary outcomes beyond this year.

From early next year, quarterly rates of inflation were projected to fall markedly and by the second half of the year to drop to quite low levels. This suggested some easing of monetary conditions would become appropriate next year.

Mr Brash said consumer

New Zealand



Source: Reserve Bank of New Zealand

Pakistan eases tax measures

By Farhan Bokhari in Islamabad

The Pakistani government has sharply softened some of the tough taxation measures announced in this month's budget after strong protest from businessmen, professionals and Islamic activists.

The decision taken after talks with the Federation of Pakistan's Chambers of Commerce and Industry was yesterday widely welcomed in business circles.

The government had proposed new taxes of up to Rs40.55bn (\$1.17bn) in the budget to reduce the country's deficit by 1 per cent of the gross domestic product, a move considered vital for continued IMF support.

The budget had originally proposed a sales tax of up to 18 per cent on goods such as carpets, textile products and leather goods, and heavy taxes on the personal allowances of business executives.

The government has now agreed to cut the sales tax to 10 per cent and charge only a nominal tax of 3 per cent on allowances.

This has triggered fresh concerns that the country may not be able to reduce its deficit as

planned under its IMF programme, but Mr V.A. Jafarey, the prime minister's adviser on finance, said yesterday the tax changes would not lower revenues.

Other officials said the agreement provided a two-month period for businessmen to prove that lower tax rates would not lead to a shortfall in revenue. It was not clear whether the tax rates would be pushed up again if revenues fell behind target. The chambers of commerce argue that lowering the sales tax would not affect revenue collections, because more businesses would be encouraged to pay rather than evade taxes.

The original budget caused widespread dismay in Pakistan because of fears that prices of essential commodities would rise.

At least three people were killed in a large public protest near Islamabad on Monday against corruption in government and the budgetary measures, called by the right wing Jamaat-Islami.

Mr Nawaz Sharif, the opposition leader has also called a series of public protests from July 4. The government says tough measures are necessary to stabilise the economy.

Patten under cross-fire in his last HK year

Mr Chris Patten enters his last year as Hong Kong's last governor in what he describes as a mood of wary optimism.

Wary because of unresolved issues and protracted disputes which loom over the colony's return to Chinese sovereignty and, more seriously, because of doubts that Beijing understands what makes the territory tick.

Against this he cites Hong Kong's resilience, its economic performance and potential, and progress achieved so far in tackling the handover. "We haven't lost too much point work going round the bends he says," comparing his mission to a toboggan run.

But as in a toboggan, neither he nor Hong Kong is in a comfortable position. Confidence remains brittle, while the governor is frequently caught in a cross-fire between democrats who charge him with not doing enough to secure Hong Kong's interests and many others, notably from the business establishment, who are exasperated by his antagonistic relationship with Beijing.

Mrs Margaret Ng, an independent legislator, argued this week that Hong Kong's democratic institutions were "too flimsy" to withstand pressure from China. Amid a row with

John Ridding reports the governor is in a mood of wary optimism

the business community last month, the territory's main chamber of commerce attacked Mr Patten for failing to accept China's plan to replace the territory's Legislative Council, elected last year under his democratic reforms.

Mr Patten says he has done the most he can within the constraints of the treaties governing the handover. He believes Hong Kong's institutions are strong enough and its public resilient enough to uphold the territory's system, although he stresses their survival would be more difficult if the government's accountability to the legislature was undermined.

The broader problem, he argues is that statements by Chinese officials on issues from press freedom to the role of the civil service have undermined confidence in their understanding of these treaties, which guarantee autonomy for Hong Kong.

Despite pressure from this business community, he gives no sign of budging on the Legco issue, the main threat to a smooth transition. "If I were to make it easier to dismantle the Legislative Council I think it would make Hong Kong

pretty ungovernable between now and 1997."

Selection of his successor, the most important decision to be made before the handover, has been delayed from autumn to the year's end. And Mr Patten is eager for progress. "The sooner the better, because then you are dealing with the real future government rather than a surrogate."

As for the risk of being

pushed to the sidelines: "It is entirely proper to face up to this as we get closer to June 30. People are going to look more to my successor for a vision of the future and for reassurance," he says.

Even then, Mr Patten pledged: "I will go on asserting the principles on which Hong Kong has based its success. I am not going to be party to trying

to chloroform Hong Kong."

This points to a knowledge of difficult bends to come. "I hope I am wrong, but my instinct is that after 1997 I am unlikely to be criticised for having tried to do too much to protect Hong Kong's way of life. Most of the criticism will come from the other side."

Reuter adds from Hong Kong: Mr Patten yesterday said the UK government would soon

give Beijing proposals on how Hong Kong should tackle cases of sedition if they arise after the British colony reverts to China in 1997.

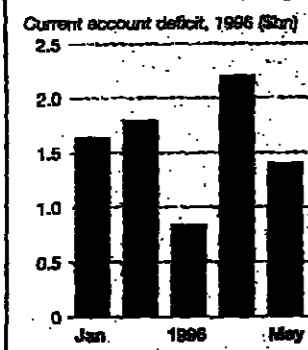
Under present Hong Kong laws, sedition is not an offence but after next year's handover it will be outlawed, as set down in the territory's post-1997 constitution.

Chinese officials have indicated the sedition law would restrict the media from advocating the independence of Hong Kong or Taiwan.

ASIA-PACIFIC NEWS DIGEST

S Korean trade deficit grows

South Korea



South Korea's current account deficit grew to \$8.1bn for the first five months of 1996, offering further evidence that the country could suffer a record deficit for a second consecutive year. The shortfall already surpassed an central bank estimate last month that Korea would have a current account deficit of \$7.5bn for 1996 against \$9.95bn in 1995. Concerns about the deficit have helped cause the general share index of the Seoul bourse to fall to its lowest level since December 1995 after closing yesterday at \$20.05. Officials blamed the widening deficit primarily on a sharp fall in global prices for computer memory chips, the country's largest export item. The price for a 16-megabit memory chip has slumped from \$50 at the beginning of the year to \$18 in May.

The problem was aggravated by declining prices in other key export product areas, such as petrochemicals, steel and electronics. The deficit could deepen to at least \$10bn within the next few months as prices for semiconductors and other exports continue to decline.

John Burton, Seoul

Japan's industrial output up 2%

Japan's industrial output increased by 2 per cent from April to May, according to preliminary data from the Ministry of International Trade and Industry (MITI) yesterday. The rise confirms that the economic recovery is on track but not strong enough to tempt the Bank of Japan to raise interest rates at its quarterly meeting of branch managers next week, said economists in Tokyo. Output rose by 3.2 per cent in April.

While less than the 3.4 per cent increase forecast by MITI last month, the rise in output last month was seen as encouraging because it was accompanied by a small decline in the ratio of unsold stocks and materials to sales.

That suggests that any further rise in demand would be met by increased production, rather than sales of inventories, said Mr Brian Pearce, chief economist at SBC Warburg Securities.

William Dawkins, Tokyo

ADB to discuss soft loan top-up

The Asian Development Bank is to hold further discussions in Kuala Lumpur in September on replenishing its soft loan fund for poor countries after two days of talks in Hong Kong this week again ended in an impasse over US insistence on imposing conditions on its lending policies.

The US, which still declines to make good \$37m in arrears in contributions from the last replenishment in 1991, continued to insist that the fund should not lend to India or China, countries which it regards as able to borrow for themselves in international capital markets. It also wants to shorten maturities on fund loans so that more new lending can be financed from repayment of existing loans.

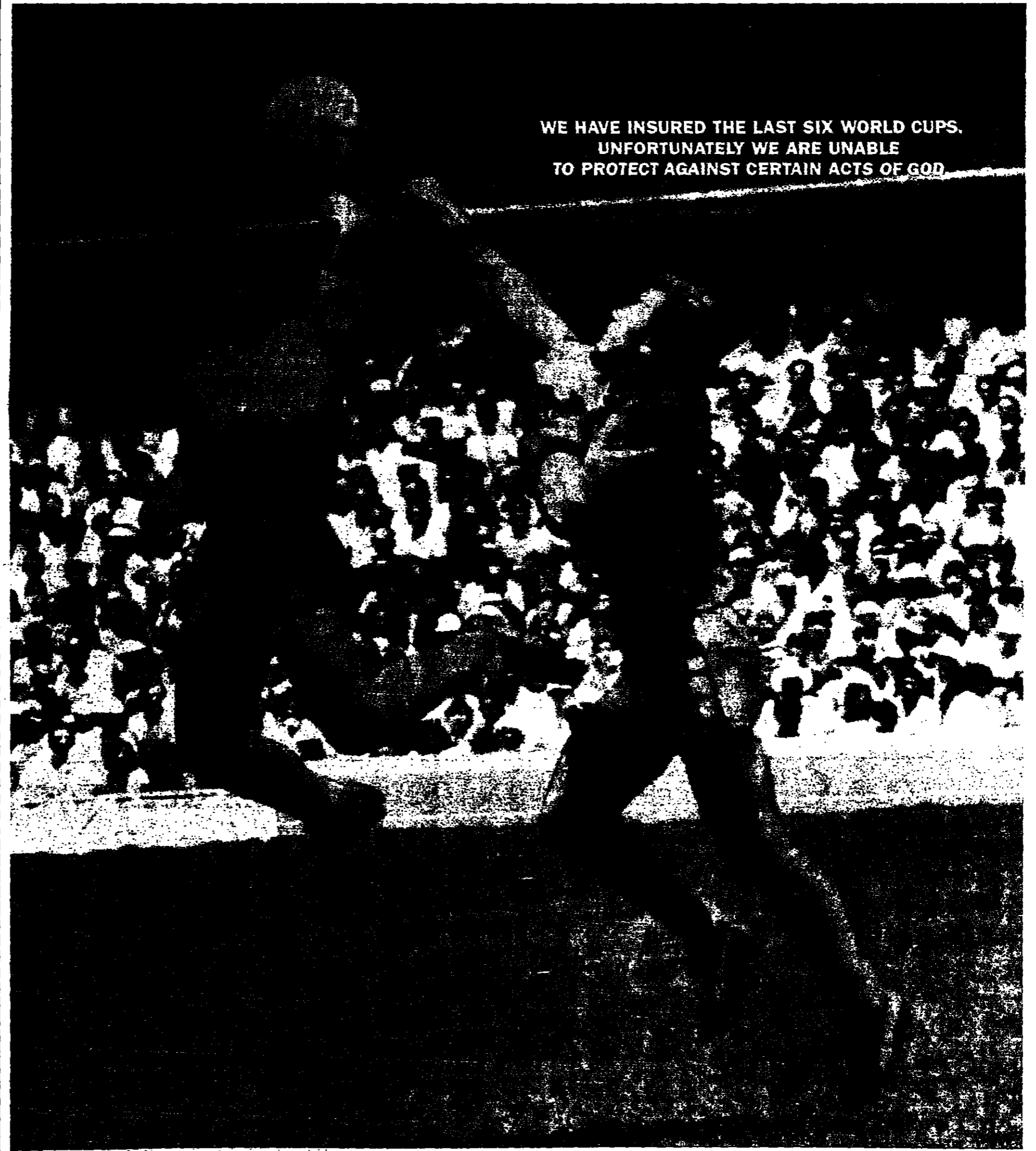
Participants said the US stand in Hong Kong, which it justifies on grounds of budgetary constraints on foreign aid spending, was somewhat harder than it has been in the past. But no one had expected the issue to be resolved before the US presidential election in November.

Peter Montagnon, London

Malaysian dam may be halted

A Malaysian court will next month hear an application for an injunction which, if successful, would halt preparatory work on the \$5.5bn Bakun hydroelectric dam in the jungles of Borneo. The injunction is sought by three tribal residents of the affected area. The petition follows a court ruling earlier this month which found the project violated environmental laws. But the ruling failed to stop Ekran, the Malaysian company managing the project, from continuing with logging and other preparatory work.

James Kyng, Singapore



WE HAVE INSURED THE LAST SIX WORLD CUPS. UNFORTUNATELY WE ARE UNABLE TO PROTECT AGAINST CERTAIN ACTS OF GOD

After 21 years of insuring the World Cup - including the golden trophy itself - not much can surprise us. But we too were stunned by what Diego Maradona described as the 'Hand of God' which shunted England out of the 1986 tournament. (A fate we hoped won't occur during Euro '96, which we also insure). So it is just as well we offer insurance protection to the referees and officials, not to mention the thousands of passionate spectators. Awesome risks, but as a worldwide company managing assets of over £18 billion, we have the strength to do it. FIFA were so impressed over the years that they presented us with our own miniature Cup, an honour normally extended only to the winning team. Which in our own field, of course, we are.



Guardian Royal Exchange Group

BETTER INSURANCE FOR THE WORLDLY WISE

NEWS: WORLD TRADE

Commission has the right to investigate the link between BA and American Airlines, says Kinnock

EU still undecided on airline alliance

By Michael Skapinker, Aerospace Correspondent

The European Commission has the right to investigate the alliance between British Airways and American Airlines but is still some way from deciding to do so, Mr Neil Kinnock, transport commissioner, said in London yesterday.

The Commission had the right under Article 89 of the Treaty of Rome to investigate the alliance in co-operation with the UK competition authorities, Mr Kinnock added. But "we're not even at the stage of giving consideration to that," he said. "All we can do is examine the implications

and report accordingly to the Commission."

Mr Kinnock was supported by a spokeswoman for Mr Karel Van Miert, competition commissioner, who said: "It's not yet at the stage where we know where we stand."

The alliance between the two airlines, announced earlier this month, is already the subject of an investigation by the UK Office of Fair Trading. The OFT said the alliance amounted to a merger under UK fair trading legislation, even though the two companies are not exchanging equity.

Under UK law, a merger is deemed to have occurred where two organisations

operations become indistinct. The OFT said last week it did not think the alliance fell foul of EU merger regulations.

The two carriers will control 60 per cent of flights between the UK and the US and 70 per cent of traffic between London and New York. The airlines will put joint flight codes on their UK-US flights and share the revenues from their transatlantic operations.

Mr Kinnock said the Commission's new mandate to negotiate with the US on aviation rights would not involve unravelling existing bilateral agreements. The Commission would act where it thought it could provide "value added".

He said examples of where the Commission thought it could obtain more than individual states had done were on ownership of US airlines and the right to fly domestically in the US. European airlines are not permitted to own more than 25 per cent of US carriers, even though US airlines are permitted to own up to 49 per cent of EU carriers. Mr Kinnock said the Commission could try to get the cap on ownership in the US lifted.

The Commission could also address the unfairness of US carriers receiving some rights under "open skies" agreements to fly between EU cities while European airlines did not have

the right to fly within the US, which is called "cabotage". "If they are going to exercise cabotage in our internal market, we want something comparable in their market," he said.

The Commission received its mandate to negotiate with the US earlier this month, with only the UK opposed. Mr Kinnock said a committee of experts from member states would advise the Commission.

The Commission's mandate is in two stages. It will first negotiate on issues such as airline ownership, state aids, code-sharing and computerised reservation systems. Subject to approval from member states, the Commission will then



Kinnock: 'accords stand' begin negotiating on what destinations airlines can fly to.

WORLD TRADE NEWS DIGEST

Canadians bid for Nato deal

A Canadian-led consortium of aerospace companies has joined the Canadian military in an innovative bid for a portion of Nato's pilot training programme. The consortium is led by Bombardier, the Montreal-based aircraft and rail equipment manufacturer. It includes British Aerospace, which would supply its Hawk-100 fighter-trainer, and Toronto-based CAE Electronics, the world's biggest maker of flight simulators.

Most Nato pilot training is at present at a US base in Texas. But the base does not have capacity to meet projected demand after the end of the decade, and some countries have expressed reservations about the suitability of its training programmes.

Nato has called for bids to train up to 380 pilots a year. Australia and possibly some other countries are also expected to submit proposals. Under the Canadian proposal, participating air forces would pay the private suppliers for aircraft maintenance and classroom instruction. Canadian and Nato air force pilots would provide flying instruction at bases in Alberta and Saskatchewan.

Bernard Simon, Toronto

Taiwan gears for competition

Taiwan's state oil monopoly, Chinese Petroleum Corporation (CPC), is gearing up to compete with private sector companies once the country's oil industry is fully liberalised at the end of the decade. Formosa Plastics, the petrochemical concern, will be CPC's chief rival, and shares in the group's listed companies rose yesterday on expectations that liberalisation will benefit it. Formosa Plastics is building a \$89n petrochemical complex in the southern county of Yunlin, due to begin production in 1999.

Taiwan's Energy Commission recently announced private oil imports would be allowed as part of a broad liberalisation of the local oil industry. But the measure will not become effective until Formosa Plastics' new plant starts running, as regulations restrict companies from importing more than half their production needs.

Laura Tyson, Taipei

C&W telecom move tests US

Cable and Wireless, the UK based international telecoms operator, has asked the US for permission to land a new transatlantic telecoms system on the US eastern seaboard. The request is seen as a test of US willingness to allow overseas carriers to compete in its market.

The US offer in the recently suspended World Trade Organisation talks on telecoms liberalisation centred on a willingness to open up the US market. The filing will give the US authorities the opportunity to show their willingness to allow non-US carriers into their markets in response to the UK government's recently announced proposals granting increased access for foreign carriers to the UK market.

Alan Cane, London

Kantor joins Indonesia car row

Mr Mickey Kantor, the US commerce secretary, pictured above, yesterday described Indonesia's controversial national car policy as "inconsistent with Indonesia's commitments to the World Trade Organisation". Mr Kantor, who is in Jakarta leading a US trade mission, said the US was "concerned" about Indonesia's national car policy, which gives a company controlled by President Suharto's youngest son special tax and tariff breaks to make a national car in a joint venture with South Korea's Kia Motors.

Mr Kantor has raised the issue with President Suharto and government ministers. He said the US and Indonesia had agreed to work together to make the car policy "consistent with the principles" of the WTO.

Mariaela Saragosa, Jakarta

Steag invests in Colombia

Steag, Germany's biggest operator of coal-fired power stations, yesterday made its first foray abroad, saying it would invest \$200m to build a bituminous coal-fired power station in Colombia. Mr Jochen Melchior, chief executive, said the investment was likely to be the first of several outside Germany as prospects for new business in the German power station market recede.

The Essen-based group, which is a subsidiary of Ruhrkohle, the company operating most of Germany's coalmines, is providing \$60m itself and has loans of \$140m from the Kreditanstalt für Wiederaufbau and Banco Central Hispano.

Michael Lindemann, Bonn

Oman to discuss WTO entry

The World Trade Organisation has established a working party to negotiate terms of entry for Oman, last of the six Gulf Co-operation Council states to apply to join. Bahrain, Kuwait, Qatar and the United Arab Emirates are already members. Saudi Arabia is hoping for entry next year. The WTO general council has also granted observer status to the former Soviet state of Georgia.

Frances Williams, Geneva

■ Aveling Barford, the UK construction equipment maker, will market its trucks in Japan through Shin Caterpillar-Mitsubishi. The three-year \$23m supply deal will be signed today.

Emiko Terazono, Tokyo

Slack Chinese demand hits chemical prices

By Jenny Luesby

A brief recovery in Chinese demand for plastics following last year's halt in buying has stalled, according to Mr Walter Tusinski, chief financial officer of Arco, the chemicals subsidiary of Atlantic Richfield.

Arco, which has close links with Asia, is the latest company to highlight sluggish Chinese demand as the cause of a sharp fall in key Asian chemical prices in the last seven weeks.

Asian import contract prices for styrene are now back at a two-year low, after recovering by 25 per cent in the first quarter. Similarly, Asian spot prices for propylene have fallen by 25 per cent since April 9.

These two chemicals are the main raw materials for plastics such as polystyrene, ABS and polypropylene, used to make toys, electronic equipment and car parts.

China is the world's largest buyer of these plastics, with its polypropylene imports accounting for 9 per cent of

world production and polystyrene imports accounting for 7 per cent.

Most of its imports are produced in Taiwan, Japan, South Korea, the US and Hong Kong. But the effect of a decline in the Asian chemicals market is felt everywhere.

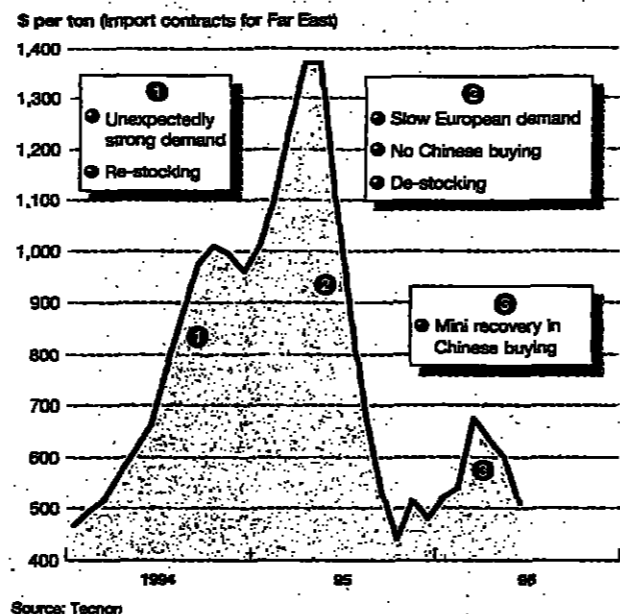
Last year, Asian plastics producers were forced to cut output sharply - from full capacity to operating rates as low as 20 per cent or even temporary closure. At the same time, Asian plastic and petrochemical prices halved.

This contributed to a sharp reduction in European and American prices, as chemicals normally sold in Asia were redirected to more buoyant markets.

There was also a psychological effect. The prices of chemical industry contracts are renegotiated on a monthly or quarterly basis and buyers are unwilling to pay as much in Europe and America when prices are falling in Asia.

In recent weeks, the European prices for some chemicals have been protected from this

Styrene: back at a two-year low



Source: Teacorr

knock-on effect by temporary and unrelated plant closures in Germany, the UK and France.

But in the paraxylene market, one key buyer is citing falling Asian prices as the reason for its refusal to accept the outcome of the third quarter European price negotiations.

However, while the decline in the Asian market is apparent, there is contradictory evidence on the role of Chinese demand. Chinese import statistics suggest that the country's imports of both ABS and polystyrene have

been steady, and even rising.

Arco's link with Asia is as an important supplier of raw material to the region's largest producer of ABS, Chi Mei.

Arco produces 2.2m tonnes a year of styrene as a by-product of its main chemical, polypropylene glycol. It sells a significant part of this output directly to Chi Mei.

The Taiwanese company, which claims to sell much of its output to China, was one of the companies that last year reported a very sharp fall in its operating rates.

GKN car parts unit for Poland

By John Griffiths in London

GKN, the UK components and engineering group, is setting up a new company and production facilities in Poland to supply car driveline components to the country's rapidly expanding motor industry.

The \$30m project to produce constant velocity joints (CVJs) and driveshafts, core components of front-wheel-drive systems, includes taking over similar operations at present owned by Fiat, Poland's largest single car maker.

The project is important to GKN. Fiat Auto Poland's production rose to 270,000 units last year and is poised for further substantial growth. Fiat recently announced it would also produce its new world car, the Falio, in Poland within the next two to three years as part of the renewal of its entire Polish product range.

Also this week, General Motors' Opel division announced an agreement with the Polish government to build a 70,000 cars a year facility. Total passenger car production in Poland in 1995 was 364,000 vehicles and DRU/McGraw-Hill has forecast that by the year 2000, passenger car output will have risen to 550,000 units.

GKN's ambition with its new subsidiary, GKN Automotive Polska, is to supply most of the Polish vehicles industry where front-wheel-drive is involved. It will shortly acquire Fiat's existing CVJ production equipment and transfer it from its present location in Bielsko Biala to another Fiat facility near Wroclaw which GKN will rent while its own new factory is built nearby. Completion of the planned transaction is subject to formal approval by the Polish authorities.

Fiat's outsourcing of CVJ production is a further reflection of Fiat's strategy of concentrating on the design, development and assembly of vehicles, and of sourcing major components from established suppliers. The deal is the second of its type with Fiat. GKN is already investing \$75m in an Italian venture which has taken over from Fiat production of CVJs for Fiat's main assembly lines in Italy.

GKN is the leading supplier of constant velocity joints and driveshafts worldwide; in 1995 it supplied over 35 per cent of the market from its facilities in the UK, Germany, France, Spain, Italy, the US and India, as well as from plants of its 10 associated companies.

Honda assembly line for Turkey

By John Barham in Ankara

Honda of Japan has announced it will build a \$50m assembly line in Turkey in a joint venture with Anadolu Endüstri, a diversified local industrial group.

The new factory, to be built outside Istanbul, is to produce 30,000 Civic sedans a year.

Mr Metin Ecevit, chairman of Anadolu, Honda's Otomobilcilik, the company set up to handle the project, said total investment would be \$300m. But the initial investment for phase one "will be \$50m".

Production would start in the autumn of 1997, he added. Engines will be sourced from Honda factories in the UK or in Japan, which will supply about two-thirds of the car's components. Local content will gradually rise to 50 per cent.

Honda is the latest Asian car company to announce investments in Turkey. Toyota set up a new plant in 1994. Japan's Mazda and Hyundai of South Korea have said they will also build assembly lines in Turkey soon. Turkey's existing car makers, Renault and an affiliate of Fiat, are also increasing investments as the once-closed car market is opened up to foreign competition.

However, Mr Ecevit denied that the surge of investment could lead to over-capacity. "We believe in the market's potential. We consider that by the year 2000, about 600,000 cars a year will be sold in the country," he declared.

Car sales rose to 80,962 in the first five months of 1996 from 73,206 in the same period last year. Sales of Turkish-made cars fell 4.2 per cent but sales of imported models trebled to 15,475.

Honda estimates that total Turkish capacity could rise to 800,000 units a year now, if all investment plans are implemented.

However, rising exports should more than absorb additional capacity. At present, the only company to export in large volumes is Tofas, Turkey's biggest car company that is part-owned by Fiat.

Demand for low to medium-priced cars was likely to remain strong in Turkey, Mr Ecevit added. Tofas and Renault dominate the market with unsophisticated but relatively expensive locally made cars.

Mr Ecevit said Honda's Civics "will sell for about \$14,000 each. People will be ready to pay a little bit extra for a better car."

Feasibility study under way for \$1.2bn Vietnam iron ore project

By Jeremy Grant in Hanoi

Work has started on a joint feasibility study for a \$1.2bn iron ore mining project in central Vietnam involving Fried. Krupp, the German steel group, Mitsubishi of Japan, Gencor, the South African mining house, and Vietnam's national steel corporation.

Once finalised, it would be one of Vietnam's largest foreign-invested projects and could form the basis for developing the country's steel industry.

State-run Vietnam Steel Corporation (VSC) is preparing access to the site, a remote stretch of land 300km south of Hanoi at Thach Khe on the Vietnamese coast, thought to

contain reserves at 540m tonnes of ore.

Commercial viability will not be established until the study is finished in two years' time, Mr Arno Tomowski, Krupp's Vietnam representative, said. "The joint venture will be formed as soon as the feasibility study indicates it's a workable deposit."

Domestic steel production last year was 350,000 tonnes, up from 200,000 in 1992 but Vietnam still imports large amounts to keep pace with demand, despite rising output at six recently established foreign-venture steel mills. The official daily Vietnam News said yesterday VSC had launched a programme to upgrade its steel mills in an

attempt to make Vietnam self-sufficient in steel by 2010, with an ambitious annual production target of 7.5m tonnes.

The Thach Khe deposit, in Ha Tinh province, was discovered by Soviet and Vietnamese geologists in the late 1970s and was supposed to have provided the raw material for developing Vietnam's centrally planned steel industry. But chronic cash shortages meant the site was never exploited.

Half the cost of the feasibility study is being financed by the German government, with the rest contributed by the four partners.

Before the deposit can be commercially developed, Hanoi would have to clarify how much ore would be used for

domestic purposes and how much could be exported. "That's still unclear," Mr Tomowski said.

The government would also have to offer the foreign investors guarantees that the non-convertible, local currency revenues they would receive for selling the ore domestically could be switched freely into hard currency. Such guarantees are extremely difficult to secure for foreign projects in Vietnam.

Industry experts said the group might be able to get some guarantees from the government, given the project's size and the fact it had been deemed strategically important by Mr Vo Van Kiet, Vietnam's prime minister.

10960
WILSHIRE

LOS ANGELES, CALIFORNIA

- Excellent location in Westwood
- Class A office tower
- 540,000 square feet - 92% occupied
- Comprehensive renovation completed 1994
- Qualified bidders must have ability to close all cash \$125-150 million transaction

Hines
(310) 234-5600 U.S.A.

Victory for US tobacco giants

SIEMENS NIXDORF

Change Attitudes

Colombia fears US may boost sanctions

By Timothy Ross in Bogotá and Nancy Dunne in Washington

Colombian officials fear the US will impose tougher economic and political sanctions after the government rejected a US request for the extradition of four leading drug traffickers.

Ms Janet Reno, US attorney-general, asked for Mr Gilberto and Miguel Rodríguez Orejuela, Mr Hélder Herrera and Mr Juan Carlos Ramírez Abadía, leaders of the Cali cartel, to be sent to the US for trial on charges of large-scale cocaine trafficking and money-laundering.

Ms Reno argues there is a valid 1987 bilateral agreement on extradition that Colombia must respect, but Mr Carlos Medellín, the Colombian justice minister, turned down the request on the grounds that extradition of Colombian nationals was prohibited by the 1991 constitution.

At the time the constitution was written, evidence emerged that the vote to ban extradition was influenced by traffickers, with one member of the constituent assembly secretly filmed as he received a briefcase full of bribe money. If the refusal to extradite is considered a violation of an international treaty, extensive economic and political reprisals may be taken.

The US imposed sanctions on Colombia in March for failing to co-operate sufficiently on anti-narcotics efforts. But the US denied it would use indirect sanctions as well. "If we're going to take measures, we're not going to do backdoor things," a spokesman said.

The president of the prestigious economic research institute, Fedesarrollo, warned this week that trade sanctions would affect the balance of payments by \$400m, with the flower export industry losing at least \$30m in the second half of 1996.

Two weeks ago, the presidency issued a communiqué promising to compensate exporters for sales lost if US trade sanctions were imposed.

Crime of passion or elimination of former presidential aide who knew too much? Murder rocks Brazil's world of politics

By Jonathan Wheatley in São Paulo

When the campaign treasurer for Brazil's former President Fernando Collor and his girlfriend were found shot dead in a beach house this week, local police were quick to describe the case as one of murder followed by suicide - a classic crime of passion.

They may be forced to change their verdict. Concerns about their investigations have rocked the world of Brazilian politics and raised suspicions that Mr Paulo César "Pez" Farias' sudden demise, five days before he was due to give evidence to a judicial corruption inquiry, was less a crime of passion than the deliberate elimination of a man who knew too much.

His death has reminded Brazilians of aspects of their public life many would rather forget. Mr Farias was the architect of the "FC Scheme", a network of corruption and extortion that caused Mr Collor to resign in 1992. Both were from powerful families in their home state of Alagoas in north-eastern Brazil.

Mr Farias, who served two years in prison for tax evasion after the fall of Mr Collor, was preparing a return to public life by launching a newspaper and was said to have political ambitions.

Mr Collor, banned from political activity until 2002 and living in Miami, is also said to be planning a comeback. Analysts say he has enough support in Alagoas to aim for governor.

The crime demonstrates the chasm that still divides parts of Brazil from the democratic modern industrialised economy sought by its energetic reforming President



Beset by corruption scandals: former President Fernando Collor (left) and Farias, his murdered campaign treasurer

Fernando Henrique Cardoso.

According to the Alagoas police, his girlfriend Ms Suzana Marcolino shot Mr Farias in his sleep before joining him on the bed and shooting herself through the heart.

The bodies were found on Sunday morning but by Monday, apparently satisfied that their investigations were complete, police burned the blood-stained sheets and mattress and cleaned parts of the crime scene with soap and detergent.

The police's behaviour quickly aroused public suspicion. Such doubts

have been reinforced by Colonel George Sangunetti of the Alagoas police medical corps. "Everything I have learned in 25 years of forensic medicine tells me that this was not a crime of passion but a double homicide," he said.

The trajectories of both fatal bullets were inconsistent with his colleagues' version of events. Ms Marcolino could only have shot Mr Farias on the bed if she had been kneeling on the floor in a position occupied by a bedside table, he said.

It was also strange that Mr Farias

had not bled from his wound and that no food was found in his stomach, suggesting he had died some hours later than maintained by police but also some time before he was shot.

Other questions were raised by the fact that four of Mr Farias's five guards were off-duty policemen and that Ms Marcolino's gun was originally bought by one of their colleagues. According to the local police chief poorly paid policemen often take second jobs; many also take advantage of police discounts to buy guns for their own use and resell them on

the open market. The gun's manufacturer says 20 per cent of the 65,000 handguns it sells in Brazil every year are bought under police discount schemes.

Alarmed by the goings-on in Alagoas, the federal government has stepped in. Federal agents and a crack forensics team have been sent to assist local police. The four policemen guarding Mr Farias have been arrested.

The justice ministry is keen to see a full inquiry. The incident comes soon after police in another north-eastern state, Maranhão, killed at least 19 landless farmers, then removed the bodies and cleaned the scene.

While evidence of apparent foul play accumulates, the motive for Mr Farias's murder remains unclear. His disappearance will complicate corruption inquiries, but his previous evidence had implicated no one. A possible alternative is the millions of dollars he accumulated in foreign bank accounts. Many have wondered why the police version of events was accepted with such alacrity by Mr Farias's brothers, one of whom is running for mayor of Maceió, the state capital.

On a national level, Alagoan politics have almost certainly had their moment. Only one current minister served in the Collor administration and he is a technocrat from São Paulo.

"Alagoas is a backward state," said Mr Ricardo Ribeiro, a political analyst at consultant firm MCM in São Paulo. "They still settle things there with bullets." Unfortunately for the rule of law in Brazil, it is not an isolated case.

Fernández ahead as Dominican poll decider nears

By Carole James in Kingston

Dominicans will vote on Sunday for the second time in six weeks to elect a successor to President Joaquín Balaguer who is retiring after dominating the politics of the Caribbean country for most of the past 30 years.

Opinion surveys have given a slight lead to Mr Leonel Fernández of the centrist Liberal party. In the first round in May, Mr Fernández came second to Mr José Francisco Peña Gómez of the social democrat Revolutionary party.

Neither got an outright majority, forcing Sunday's decisive vote.

The improvement in Mr Fernández's chances has been credited to Mr Balaguer, a blind octogenarian, who is trying to prevent a win by Mr Peña Gómez. Mr Balaguer, said by aides to be bitter at being forced into retirement, appears intent on maintaining some control of the country.

The president is stepping down after charges by opposition parties and foreign observers, that his slim victory two years ago was the result of

extensive fraud. Electoral reforms led to the president's retirement and to this year's election in the middle of his seventh term.

Mr Peña Gómez's confidence after winning the first round has been dampened by the emergence of the National Patriotic Front, a coalition formed by Mr Balaguer and Mr Juan Bosch, his arch-rival who retired four years ago, to support Mr Fernández and to prevent the presidency from "falling into hands which are not necessarily Dominican," according to Mr Balaguer.

Mr Peña Gómez, who is black, described the move as "racist" and intended to favour Mr Fernández, who is of mixed race.

The winner in Sunday will be installed in mid-August, inheriting an economy which expanded by 4.8 per cent last year, a faster rate than the previous year, according to the central bank.

Income from tourism last year was mainly responsible for covering a merchandise deficit of \$200m on a trade volume of \$3.5bn, boosting international reserves by just over

\$100m during the year, and also contributing to a slight revaluation of the currency. Inflation last year declined to 9.2 per cent, against 14.3 per cent a year earlier.

Both candidates have promised to continue economic reforms started reluctantly by Mr Balaguer under pressure from foreign creditors.

The privatisation of state enterprises, including the electricity and sugar companies, has been promised by the candidates. They have also said the presidency must be

reformed, with a reduction in the power of the president, and a greater role for legislators in fiscal matters.

The election will take place amid heightened political tension. Clashes between rival party factions have killed 11 people since February, and the police and the army have been put on alert.

A close victory for either Mr Peña Gómez or Mr Fernández will be challenged by the loyalties of supporters, increasing the political tension, diplomats in Santo Domingo, the capital, said yesterday.

Victory for US tobacco giants

By Richard Tomkins in New York

US tobacco companies yesterday appeared to have scored a victory in their fight against anti-smoking litigation after the Florida Supreme Court in effect wrecked the state's attempt to sue the industry for \$1.4bn in health care costs.

The court said the state must identify every individual said to have suffered injury from smoking and allow them to be cross-examined by the tobacco companies. This would clog up the courts for years with thousands of separate actions.

Philip Morris, the biggest US cigarette manufacturer, said it was "delighted" with the outcome. R.J. Reynolds, the tobacco subsidiary of R.J.R. Nabisco, the second biggest US cigarette manufacturer, said: "The state now faces an almost insurmountable task."

Florida is one of nine states trying to force cigarette manufacturers to compensate themselves for the costs they incur in treating smoking-related illnesses under Medicaid public assistance. San Francisco has also filed a lawsuit.

Florida had hoped it would be unnecessary to detail the costs it had incurred in each smoker's case. Instead, it proposed using a statistical model to work out its total bill in smoking-related costs. If its suit succeeded, it would then divide the damages between the tobacco companies according to their market share.

In individual trials, the tobacco companies would try to show that tobacco was not the cause or sole cause of people's illnesses, and if unsuccessful, would then dispute the amount of damages - for example, trying to show the patient had not been treated in the most economical way.

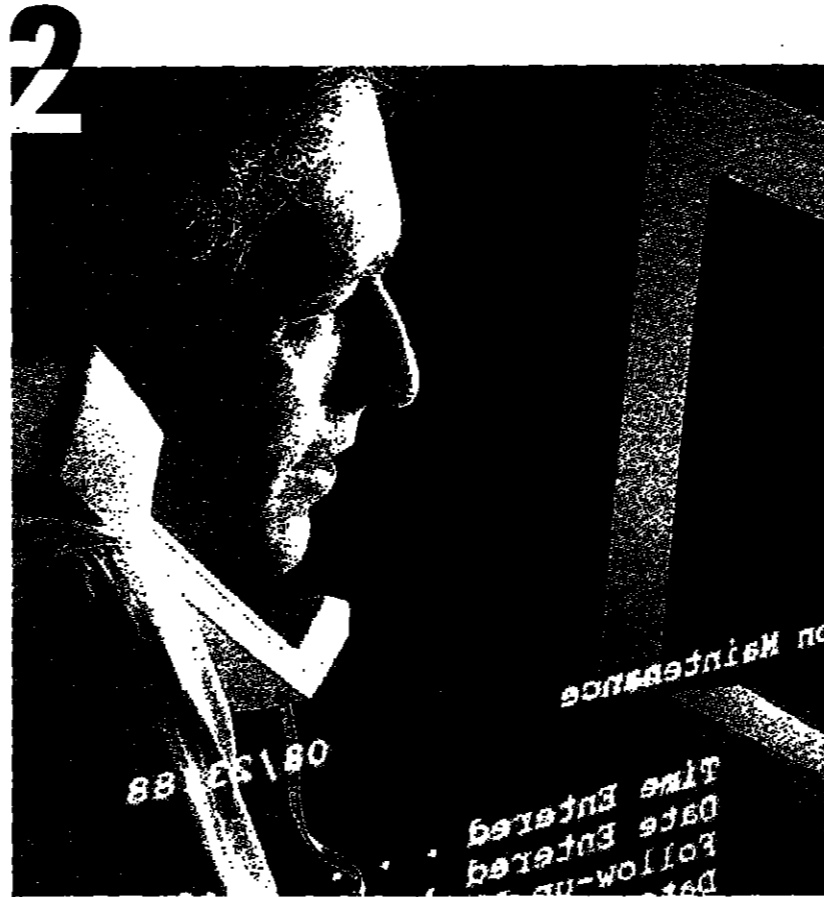
The ruling is the second recent legal victory for the tobacco industry. In May, a US appeal court threw out a national class action suit that had threatened cigarette makers with billions of dollars in damages.

SIEMENS NIXDORF



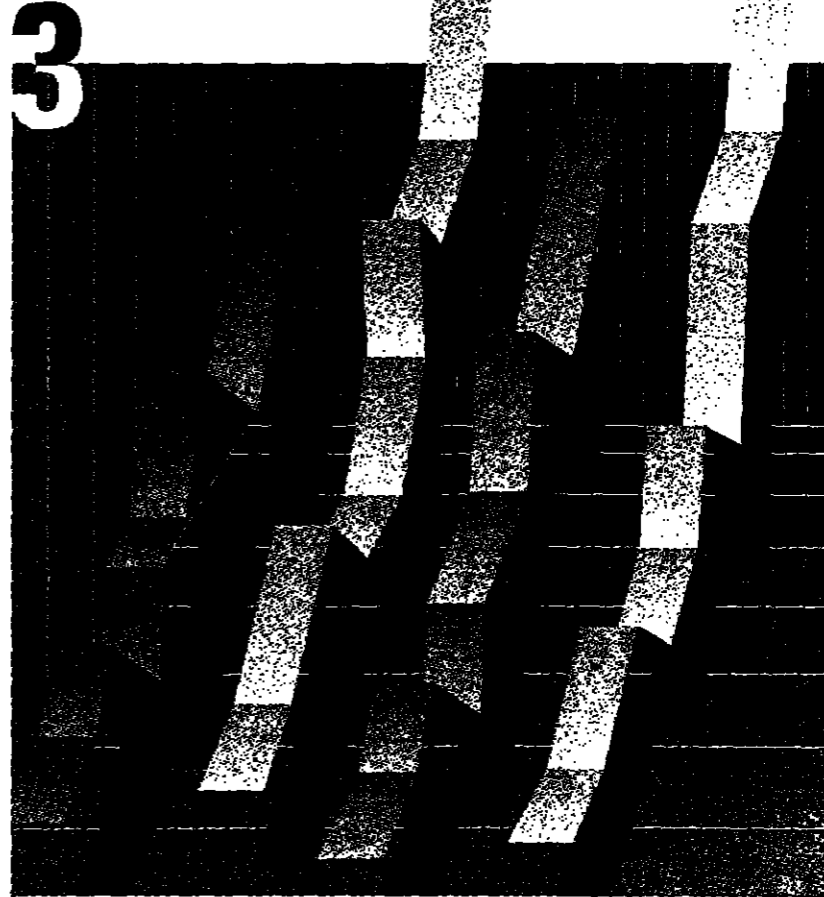
Change Attitudes

Lean Management, global competition, downsizing... Even if you've had your fill of the buzzwords being bandied about by the business press and would rather build upon your organization's proven structures - you're still going to be feeling the extreme dynamics of the market. And you're ultimately going to have to respond to growing time, quality and cost pressures. A new, process-oriented way of thinking will allow you to act, not react.



Use Siemens Nixdorf's Consulting Power

Process-oriented thinking means calling into question your organization's internal processes - and incorporating the dynamic competitive environment in your thinking. This is the principle upon which the comprehensive business process reengineering solutions from Siemens Nixdorf are based. From the initial strategy all the way to firmly establishing the reengineered process structures in your organization, you'll also be benefiting from the introduction of powerful IT tools and forward-looking computer solutions. When Siemens Nixdorf handles reengineering projects, they're cost-effective and consistently transparent.



Accelerate Processes

What business process reengineering really offers you is simply put: optimum positioning in the competitive environment and quantum leaps in efficiency. Fundamentally reengineered business processes allow you to make optimum use of your existing potential - with the focus on the customer and profitability. A custom-tailored corporate strategy, optimized processes and leading-edge information systems all combine to form a flexible whole. Which means you'll be doing more than merely adapting to the fast pace of change. You'll be playing an active role in shaping it.

Siemens Nixdorf: User Centered Computing



SEARCHED
SERIALIZED
INDEXED

abandon
stock issue

1981

1982

1983

1984

1985

1986

1987

1988

CHALLENGE

COMPANIES AND FINANCE: EUROPE

Siemens sees Spanish telecoms business trebling and considers rail merger with GM

Amper expects exports to aid 30% earnings rise

By David White in Madrid
Amper, the Spanish telecommunications equipment group which recently agreed to sell part of its operations to Siemens of Germany, is predicting earnings growth this year of more than 30 per cent...

Under the deal, due to be completed in September, the German group is to pay between Pta14bn and Pta17bn for Amper interests in the expectation of tripling its Spanish telecoms business in the next two or three years.

assets to the joint venture at net book value. Siemens has reserved the right to pull out of the latter two parts of the agreement in the event of a competitor taking a dominant shareholding in Amper.

The main shareholder in Amper is Telefonica, which has 15 per cent and is the main client, and the Indra electronics group.

Mr Vela said the deal with Siemens would reduce the size of the group by about a third but leave it clear of debts, which were Pta10bn at the end of last year. He said the group aimed to concentrate on niche markets and build on partnerships with Motorola and Thomson, the French group, as well as Siemens.



Heinrich von Pierer: expects to triple Spanish telecoms business

Siemens' drive for growth

Table with 10 columns: Financial year, Sales DMn, EBIT DMn, Net income DMn, Number of shares (m), Dividend DMn, PER, CFFP, Dividend DMn. Rows for 1995, 1994, 1993, 1992, 1991.

Générale des Eaux chairman bows out

By David Owen in Paris

Another one of the old guard of French business bowed out yesterday with the departure of Mr Guy Dejonany, 75, from his post as chairman of Générale des Eaux, France's largest private employer.

Mr Dejonany presided for the last time over the utilities and communications group's general shareholders' meeting in Paris after 30 years at the helm and 46 years with the company.

The move came less than two months after Danone, Europe's largest biscuit maker, announced the departure as chairman of Mr Antoine Riboud, 77, one of the best-known figures in French business.

Mr Dejonany is being succeeded by Mr Jean-Marie Messier, previously managing director, who - at 39 - becomes one of the youngest heads of a large French company. A high flyer throughout his career, Mr Messier was described this week as "an almost perfect young man" by Le Figaro, the French daily newspaper.

Mr Messier took advantage of yesterday's meeting to confirm that the company would return to profit in 1996 and announce the creation of a new unit - Générale des Eaux Communications.

He said the unit would "coordinate all the group's communications activities". Among its wide-ranging interests, the group is a participant in France's underdeveloped mobile telephone market through Société Française du Radiotéléphone. SFR accounts for some 35 per cent of French mobile phone subscribers.

Mr Messier said that by the date of the planned deregulation of the European Union's telecommunications market on January 1 1998, Générale des Eaux would be ready to participate in three areas - personal telecommunications, long-distance operations and service operations for companies.

He said he expected this year's operating profit to total nearly FF4bn (\$773m).

Portugal Telecom names advisers

Portugal Telecom has appointed Deutsche Morgan Grenfell, N.M. Rothschild and Salomon Brothers to advise on the choice of a strategic partner and the group's alliance strategy, the company said yesterday. PT, which is 49 per cent privatised, is expected to choose an international partner to acquire a holding of up to 25 per cent by the end of 1996.

PT is understood to be in contact with Deutsche Telekom, British Telecommunications, Stet, the Italian operator, Telefonica of Spain, Tele Danmark, Singapore Telecom, Bell Atlantic of the US and other telecoms companies about a possible partnership.

The choice of more than one partner, or the possibility of establishing an alliance that does not involve an equity acquisition, has not been ruled out. Through its choice of partners, PT aims to find a place in one of the global associations of telecommunications groups now taking shape.

PT has already formed a joint venture with Telebrás of Brazil. Analysts say PT could suffer if it was competing in Latin America against Telefonica, which has strong presence in the region. But PT's management has said it would not be limited to choosing a partner from Uniworld, the international consortium between Unisource, which includes Telefonica, and AT&T of the US.

UBS wins Polish mandate

Union Bank of Switzerland said it won a mandate together with BZW and Polish bank Wielkopolski Bank Kredytowy to lead management the privatisation of KGHM Polska Miedza, a copper producer. UBS said it planned to place 51 per cent of future KGHM shares in public hands, half of which outside Poland as global depositary receipts.

Hungarian bank chooses BZW

BZW, the investment banking division of Barclays Bank, has been chosen to advise on the privatisation of Hungarian Credit Bank, Hungary's largest commercial bank. The award is a disappointment for CS First Boston, which had been considered the frontrunner for the mandate. CSFB was eliminated from the tender because two executives on its team were not European Union citizens and the EU's Phare programme was financing the advisory work. The investment bank protested but the EU said its rules on the nationality of bankers were clear.

Croatia placement welcomed

The international equity placement for Zagreb Banka, the second largest bank in Croatia, has been 15 times oversubscribed, according to arranger Union Bank of Switzerland. The issue, for 10 per cent of the bank's share capital, was priced yesterday at \$5.5 per global depositary receipt, near the top of the range indicated last week. The issue gives the company a market capitalisation of \$60m. UBS is buying 2 per cent of the shares for its own account at a discount to the offer price. It reported strong demand for the balance of the issue from institutional investors in Europe and the US.

Krupp sees sales up 3%

Mr Gerhard Cromme, chairman of Krupp, said the company expected sales in the six months to June to rise 3 per cent from the year earlier. Speaking at the annual general meeting, Mr Cromme said new orders were expected to grow around 4 per cent. He said the figures included the first-time consolidation of acquisitions made last year.

Locomotive units may merge GEC telecoms link

By Richard Tomkins in New York and Wolfgang Mänchau in Frankfurt

Two of the world's biggest railway locomotive makers, General Motors, of the US, and Siemens, of Germany, are looking at the possibility of merging their diesel locomotive business into a joint venture.

GM's electro-motive division and Siemens' transportation systems group said they had signed a letter of intent to pursue the feasibility of setting up a venture which would design, make and sell diesel locomotives worldwide.

The two have co-operated in the past. In 1985, they jointly introduced alternating current traction technology to the North American heavy-haul freight market, and in 1994 they won an order worth

nearly \$1bn from Burlington Northern Railroad - the world's biggest locomotive order to date.

Mr Wolfram Martensen, president of Siemens' transportation systems group, said the proposed joint venture would be "a natural evolution" of the work the companies had done together.

"We are looking to expand and build upon a relationship that has been mutually beneficial," he said.

Diesel locomotives are widely used in the US, as very little of the nation's railway network - predominantly used for heavy freight haulage - is electrified. In Europe, they are used mainly for freight haulage on non-electrified lines.

GM has recently lost ground to General Electric in the US market, but it recently won an order worth about \$250m

(\$382.5m) to supply 250 locomotives to Wisconsin Central Transportation for use on the UK's privatised rail network.

A joint venture between GM and Siemens would reflect a global trend towards international alliances in railway equipment manufacturing, such as the creation of the Anglo-French GEC-Alsthom grouping.

Most diesel locomotives work by using a diesel generator to supply electricity to the motors that turn the wheels. The proposed joint venture would bring together Siemens' skills in electric traction and GM's skills in diesel engines.

The two companies said the venture would comprise GM's diesel locomotive division in London, Ontario, and Siemens' diesel locomotive division in Kiel, Germany. It could come into operation early next year.

By Alan Carne

Siemens and GEC, of the UK, are setting up a new company to exploit the global market for private telecommunications systems. It will have an initial turnover of about \$260m (\$386m) and it will be the third-largest group in Siemens' private systems business after Germany and the US.

As yet unnamed, the new company will be owned equally by the two partners, but Siemens will have management control. Siemens already has a 40 per cent stake in GPT, the UK's largest telecommunications equipment manufacturer, with GEC holding the remaining 60 per cent. Siemens is known to be keen to acquire a larger stake in GPT, but only at a reasonable price.

The new company will integrate GPT Business Systems,

which manufactures private branch exchanges, and GPT Communications Systems, its marketing arm. It will be closely associated with Siemens Business Communications Systems, formed last year after Siemens took a 75 per cent stake in Mercury Communications' customer equipment division.

Mr Jürgen Gehrels, chief executive of Siemens UK, said it was essential the new company was under Siemens' control to ensure it made the most of the German group's worldwide sales and marketing expertise in an increasingly competitive market.

GPT, he said, was active only in a limited number of overseas markets. Manufacturing would continue in the UK. He was unable to say how much Siemens would be paying for its stake.

Kangwon Industries, Ltd. (Incorporated in the Republic of Korea with limited liability) To the Holders of the Company's U.S. \$40,000,000 3 1/4% Convertible Bonds due 2006 (the "Bonds")

Wells Fargo & Company US\$200,000,000 Floating rate subordinated notes due 2000

Marine Midland Bank U.S. \$125,000,000 Floating Rate Subordinated Capital Notes due 1996

SEND US YOUR OWN PAPERCLIP And while you are at it, please attach your cheque too fund more Macmillan Nurses in the fight against cancer.

Republic of Venezuela U.S. \$167,000,000 Floating Rate Notes due 1998

U.S. \$300,000,000 Bank of Greece Athens, Greece Floating Rate Notes Due 1998

GROUPES PARIBAS Public tender offer of Groupe Paribas for Compagnie Financière Ottomane

MARGINED CURRENCY DEALING Laurion CALL TOLL-FREE Austria 0800 7480 Belgium 0800 71969 Denmark 0201 0430 Finland 0800 48128016 France 0930 6446 Greece 0202 48128016 Germany 180 555918 Italy 1678 78875 Norway 8001 1181 Portugal 800 483561 Spain 800 994914 Sweden 02079 1071 Switzerland 155 3548 OR CALL DIRECT Tel: (48) 40 301 870 Fax: (48) 40 321 851

BANQUE NATIONALE DE PARIS Programme for the issuance of Debt Instruments USD 5,000,000 Floating Rate Notes due 2005 Series 26 Tranche 1

NOTICE L.T.C. LIMITED Preliminary Announcement for the Financial Year ended 31.3.96

BANQUE NATIONALE DE PARIS Programme for the issuance of Debt Instruments USD 5,000,000 Floating Rate Notes due 2005 Series 25 Tranche 1

HATTON NATIONAL BANK LIMITED US\$10,000,000

The Top Opportunities Section For senior management positions. For information call: Will Thomas +44 0171 873 3779

I.T.C. Limited Financial Results (Audited) for the year ended 31st March 1996

COMPANIES AND FINANCE: EUROPE

Upbeat Danisco lifts payout as earnings advance 20%

By Hilary Barnes in Copenhagen

Danisco, the Danish sugar, spirits, food ingredients and packaging group, reported a 21 per cent increase in pre-tax profits from DKr1.33bn to DKr1.60bn (\$271.7m) in the year ended April 30. Net profits increased 20 per cent from DKr1.01bn to DKr1.21bn.

The board proposed a DKr1 increase in the dividend, to DKr2.20, the third successive year of increase, taking the

payout ratio to 21 per cent. The board said it intended to raise the ratio further in coming years.

Although the result was slightly below the consensus forecast by analysts, Danisco's shares closed DKr1.18 higher at DKr291 in Copenhagen.

The result was lifted by a cut in net financial costs by DKr15m, to DKr192m. Profits before financial items rose 10 per cent from DKr1.63bn to DKr1.79bn, while turnover increased 14 per cent, from

DKr14.19bn to DKr16.18bn. Acquisitions accounted for two-thirds of the sales increase.

The board said 1996-97 profits were expected to live up to the group's long-term aim of increasing profits by 10-12 per cent a year.

Sales by the group's fast-growing packaging sector rose 37 per cent, to DKr4.97bn, but operating profits rose only 7 per cent to DKr441m.

Profits were held back by an unsatisfactory year in plastic

wrapping by Danisco Flexible Packaging, the fifth-largest business of its kind in Europe, owing to falling demand from the food industry in Germany and France and volatile raw material prices.

The sugar division, which produced 522,000 tonnes of beet sugar in Denmark, Sweden and Germany, increased turnover 7 per cent to DKr8.23bn, and operating profits 6 per cent to DKr978m.

Sales and earnings in the current year were expected to

be on a level with or slightly better than last year, said the group.

The food ingredients division, which produces enzymes, emulsifiers, flavourings and similar products, had a disappointing year, with sales up 5 per cent to DKr2.40bn and operating profits by 2 per cent to DKr357m, which was below expectations.

An improvement was predicted in the result in the current year.

Operating profits in the food and beverage division, which includes frozen vegetables and distilling, advanced 40 per cent to DKr199m on sales up 6 per cent to DKr2.67bn.

The board said the 125th anniversary of the group's establishment this year would be marked by a rights issue of shares, to a nominal value of DKr5m, to employees in Denmark and abroad for subscription at a price of DKr60 per share (nominal value DKr20).

Air France Europe on collision course with pilots' union

By David Owen in Paris

Air France Europe, the domestic partner of Air France, seemed to be heading for a showdown with its pilots yesterday after the SNPL pilots' union indicated it was not prepared to accept a new remuneration package.

Air France has threatened to delay a planned restructuring of its domestic and European operations if the pilots do not agree to a package aligning their pay and conditions with their counterparts in Air France by the end of this month.

An SNPL spokeswoman said last night she did not think the union would decide to accept the package in the three days before the deadline.

Air France Europe pilots currently receive between 10 per cent and 15 per cent more than their colleagues at Air France. The planned restructuring, involving the merger of Air France Europe with Air France's European operations, is scheduled to go ahead in April 1997.

This emerged as a number of unions representing Air France Europe's ground staff and navigators called a strike for today to protest at plans to "demolish" the company.

As a result, the company said last night it was forced to cancel all its flights for today.

Air France Europe recently embarked on a programme of measures, including a two-year pay freeze, to improve the financial performance of the company.

On Wednesday, it reported a net loss of FF1961.4m (\$128m) and operating losses of FF7540m - for the 15 months from January 1 1995 to March 31 1996, blaming competition from other French airlines.

Mr Jean-Pierre Courcol, Air France Europe's managing director, has said the measures should restrict losses to FF350m-FF370m in the first year after their implementation and FF150m-FF160m in the second.

Meanwhile, the SNPL unveiled its own proposals for restructuring Air France Europe involving the division of its capital into three equal parts, with the French state, the company's staff and a private shareholder each holding one-third.

LOT sell-off falters as Warsaw annuls tender for adviser

By Christopher Bobinski in Warsaw

The Polish government's plan to sell a strategic stake in LOT, the state-owned national airline, appears to have been postponed, following a decision to annul a tender for an adviser for the project.

Mr Boguslaw Liberadzki, the transport minister, said this week the tender, in which six consortia had been shortlisted, had been annulled as the cost of the bids had far outweighed the funds available to pay the advisory fees.

The ministry is insisting the sale will go ahead once an adviser has been chosen to value the airline and provide

legal advice prior to the sale. The ministry said yesterday that the government had still to decide whether a new tender would be advertised. A decision is promised for next week.

However, the financial details of the original bid have raised doubts over the government's commitment to the sale. The fees offered by the shortlisted banks - which included SBC Warburg, Kleinwort Benson, BZW and Merrill Lynch - averaged about \$2m, while the transport ministry had budgeted for a cost of \$250,000.

"We spent around \$200,000 on preparing our offer," said one bemused investment banker yesterday.

The development has led to speculation that the government had advertised plans to sell the stake in the airline merely as a sop to the US government, which had signalled that aid funds for transport projects would only become available if the disposal was set in train.

Last year LOT, which flies Boeing aircraft, reported a net profit of 6m zlotys (\$2.2m) on sales of 1.1bn zlotys, and carried 1.8m passengers.

Under the proposed sale, the treasury would have retained a 51 per cent share, while 29 per cent of the equity was to have been offered to a strategic investor and the balance to LOT's 3,860 employees.

LOT-Polish Airlines

Workforce	
Total Employees	3,860
Aircrew staff	1,000
Engineering	1,000
Fleet	
No. Aircraft type	
7	ATR 72-200
4	Boeing 737-400
6	Boeing 737-500
2	Boeing 767-200
2	Boeing 767-300
8	Tupolev Tu-154
14	Tupolev Tu-154
Fleet Orders	
1	ATR72-200
1	Boeing 737-400

Source: Flight International/Airline Statistics, March 1996



Telecom Eireann deal pleases all

There was an unusual unanimity among bankers yesterday that both the Irish government and KPN-Telia, the Dutch-Swedish consortium selected as the strategic partner of Telecom Eireann, had got a good deal.

"So often companies enter a bidding war and pay too much. But this is a creative deal which aligns the interests of both the government and the consortium," said Mr Stewart Bird, European telecommunications analyst at Goldman Sachs, the US bank.

"I think it's a fair price, on the basis of the cash flow projections, and it's probably pleasing to both parties," said Mr Douglas Wight, of Salomon Brothers, the US bank.

The complex arrangement, involving two tranches of payments and a profit-sharing formula based on future earnings, provides both parties with an incentive to maximise the profits over time.

Under the terms unveiled on Wednesday, KPN-Telia is to pay £183m (\$115m) for an initial 20 per cent stake, with an option over three years to pay a further £200m for an additional 15 per cent.

If the value of the company increases, the consortium is in addition obliged to make payments to the state to reflect this. Under a profit-sharing formula, all profits will be shared 80:40 between the state and the consortium once they have taken up their options.

The elegance of the structure is that it provides an incentive to maximise earnings growth, raising the value of the option for the consortium. On the other hand, it constitutes a constraint on the government "not to do anything onerous in the regulatory field" as one banker put it.

The terms imply a rate of return to the investors of about 45 per cent over the three-year period of the option, which bankers say is reasonable.

During its own partial privatisation in 1994, KPN was able to overcome the sensitive issue of job cuts by openly provisioning for redundancies. Bankers said yesterday that this was an influential factor in the government's choice of partners for TE.

Mr Hans Vitzum, chief executive of Tele Danmark, the Danish telecommunications group which was an unsuccessful bidder, described the outcome as "unexpected". But TE is understood to have indicated to the Danish company that it would need to find a partner to be considered.

For TE, there is an immediate benefit from the cash injection to its balance sheet, as the government has committed to reinvest £220m to reduce the company's debt, which was about £700m at the year ended April 4 1996. The company estimates this will reduce the debt financing costs from £100m to £40m.

In addition, the proceeds will be used by the government to meet its outstanding pension obligations, which are running at £250m.

The TE budget for 1996-97 anticipates payroll cost reductions of £22m. Over the past two years the company has won agreement for 1,200 voluntary redundancies out of a workforce now at 11,700.

The government will remain TE's majority shareholder. However, the company said there was the possibility of a public offering of stock only if the consortium chose to sell its shares.

John Murray Brown

THE ANGLO AMERICAN (FINANCE TECHNOLOGY
PROPERTY RESEARCH PULP & PAPER
FARMING BASE METALS AUTOMOTIVE
COAL STEEL CHEMICALS ENGINEERING
DIAMOND PLATINUM URANIUM
AND GOLD MINING) CORPORATION OF SOUTH AFRICA

LONDON OFFICE: 19 CHARTERHOUSE STREET, EC1N 6QP
TELEPHONE: 0171 404 1944 FAX: 0171 430 3560

RECORD EARNINGS PROVE THE VALUE OF DIVERSITY
POINTS FROM JULIAN OGILVIE THOMPSON'S 1996 CHAIRMAN'S STATEMENT

This year's record breaking results demonstrate the value of diversity, allowing the contributions to our business to change according to the fluctuating fortunes of individual sectors. Net earnings climbed 30 per cent to R4,397 million and dividends were 24 per cent higher at R1,883 million. 78 per cent of pre-tax income of R7.8 billion was provided by our associates, particularly Minorco, De Beers/Centenary and Amic. Sources outside South Africa now constitute 31 per cent of investment earnings, while gold contributes less than 10 per cent. Our determined restructuring of the Gold Division, together with a better rand price, should help to increase the contribution from the South African gold mines.

While we remain a mining house rooted in South Africa and committed to seeking every opportunity of expansion at home, new opportunities in Africa and internationally will facilitate a further expansion of our mining and selected industrial interests abroad. The Corporation and associates' exploration expenditure is among the world's highest at around US\$200 million this year. Carefully targeted greenfields exploration is balanced by a willingness to pursue prospects in partnership with junior as well as major mining companies. In the industrial sphere several ongoing and new projects will extend existing operations, add value to products or take us into entirely new fields of endeavour.

Over the past year the R3.5 billion, Columbus stainless steel project was commissioned; Amic associate Tongaat-Hulett announced an expansion of its aluminium rolled-products facility and a greenfields starch and glucose mill which, together, will cost in the region of R3 billion. Moudi has a R500 million programme to increase capacity and quality at its timber, pulp, paper and

board mills. Namakwa Sands is earning valuable foreign exchange for South Africa, whilst Amplats, the world leader in primary platinum production, is planning to expand capacity. On gold projects, shaft sinking continues at Vaal Reef No 11 Shaft and Western Deep Levels is to spend R1 billion on deepening its South Shaft.

In Africa, the US\$300 million Sadiola gold project in Mali is due to start production early in 1997 and in Zimbabwe capital expenditure in the Corporation's wide range of investments in that country has been increased by a third to US\$93 million for the current financial year, with a total of US\$430 million projected over the next five years. In Zambia Anglo American has given the government an undertaking to attempt to form a consortium in a joint venture with Zambia Consolidated Copper Mines to develop the Konkola Deep mining project. The Corporation has also taken steps towards involvement in mineral-rich neighbouring Zaire, and has acquired several interesting prospects in Tanzania. The 7.3 per cent investment in Lonrho will complement the Corporation's existing mining activities, particularly in West Africa. Minorco has an exciting US\$4 billion range of mining projects in South America and Ireland.

Anglo's record of greenfields development of new business, together with the cross-pollination of skills and experience throughout the broader Group, has created a considerable pool of management expertise. This enhances the performance of a diversified group in the best interests of the operating companies, while securing the future of Anglo American itself in new ventures or new countries. Looking ahead, the Group is striving to ensure that it will outperform its major local and international competitors.

A full copy of the Chairman's Statement together with the Corporation's Annual Report is available from the London Office: Anglo American Corporation of South Africa Ltd, 19 Charterhouse Street, London EC1N 6QP.

Anglo American Corporation
THE CUTTING EDGE OF THE NEW SOUTH AFRICA

ANGLO AMERICAN CORPORATION OF SOUTH AFRICA LIMITED
(Incorporated in the Republic of South Africa)
Registration No. 01/05309/00

NOTICE TO HOLDERS OF ORDINARY SHARE WARRANTS TO BEARER - PAYMENT OF COUPON NO. 127

1. Coupon No: 127
2. Date of payment: On or after 26 July 1996
3. Amount: 440 cents per share (South African currency)
4. UK Income tax (where applicable): 20% or 88.00 cents per share
5. UK currency equivalents (on 24 June 1996):
Cents: 65.51923p per share
UK Tax: 13.1838p per share
Net: 52.41543p per share

6. Payable at:
Credito du Nord
6-8 Boulevard
Hautmann
75009 Paris
Banque Bruxelles Lambert
avenue Maria, 24
B-1000 Brussels
Generale de Banque
Montagne du Parc 3
B-1000 Brussels
Swiss Bank Corporation
1 Aeschenvorstadt
CH-4002 Basle
Union Bank of Switzerland
Bahnhofstrasse 45
CH-8001 Zurich
Banque Internationale
à Luxembourg SA
Immeuble L'Indépendance
09 rue d'Esch
L-2953 Luxembourg
Banque Generale de
Luxembourg SA
14 rue Aldegrange
L-2951 Luxembourg
Barclays Global Securities Services
London Corner Services
8 Angel Court
Throgmorton Street
London EC2R 7HT

Notes:
i) Coupons paid by any of the continental paying agents under 6 above will be payable in South African currency to an authorised dealer in exchange in the Republic of South Africa nominated by the continental paying agent. Instructions regarding disposal of the payment proceeds can only be given to such authorised dealer by the paying agent concerned.
ii) Coupons paid by Barclays Global Securities Services will, unless payment in South African currency is requested, be in the sterling equivalent shown in 5 above as respect of coupons lodged up to 19 July 1996 and thereafter as the rate of exchange on the day the proceeds are remitted.

Five and on behalf of
ANGLO AMERICAN CORPORATION OF SOUTH AFRICA LIMITED
G. A. Wilkinson
London Secretary
London Office:
19 Charterhouse Street
London EC1N 6QP

27 June 1996

COMPANIES AND FINANCE: THE AMERICAS

Cemex scraps \$340m equity issue

By Leslie Crawford in Mexico City

Cemex, the Mexican cement multinational, has decided to scrap a \$340m equity offering...

Instead, the company announced it had raised an \$850m syndicated loan to refinance part of its short and medium-term obligations.

The news was welcomed yesterday on Mexico City's stock exchange, where demand for Cemex shares contributed to a strong morning rally.

market, which showed little appetite for the company's third stock issue in seven months.

Mr Lorenzo Zambrano, chairman of the board, said Cemex had decided to withdraw the equity offering because of the depressed price of its shares...

"Given that Cemex's operating income has increased at an annual rate of more than 20 per cent over the past five years, we believe that the current price of Cemex shares in no way reflects the value of the company," Mr Zambrano said.

Mr Gustavo Caballero, Cemex's chief financial officer, said the company did not rule out an equity offering when prices firm.

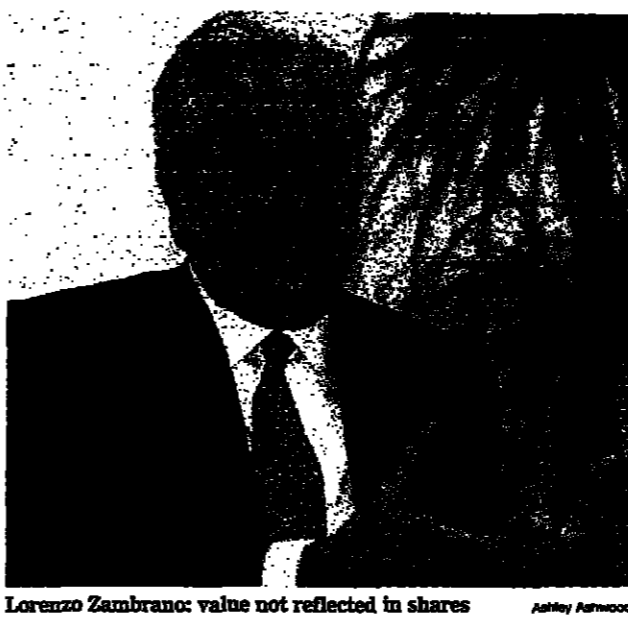
"The main objective of the equity offering was to help us continue with our expansion plans," he said. "But we owe it to our present shareholders to defend the price of our stock. We cannot simply give it away."

The new \$850m credit will be repaid over seven years, with a floating interest rate of Libor plus a "small spread" of less than 1 per cent. The exact interest rate, Mr Caballero said, was still being negotiated with the six-member bank syndicate, composed of Chase,

Citibank, J.P. Morgan, Argentina, Banco Bilbao Vizcaya and Deutsche Bank.

The loan will be used to refinance the debts of Valenciana de Cementos, Cemex's Spanish subsidiary.

In addition, the company said it had raised a five-year \$125m loan in the US, which would also be used to extend Cemex's debt profile.



Lorenzo Zambrano: value not reflected in shares

NEWS DIGEST

ADR trading soars 36% in first half

Trading in American Depositary Receipts soared in the first half of 1996, according to a report from Citibank...

The number of companies launching ADR programmes rose 14 per cent during the first half of 1996, to 98, with companies from emerging markets forming the majority.

Mr James Donovan, managing director for depositary receipts at Citibank, said: "We expect to see strong deal-flow throughout the remainder of the year, particularly through privatisations."

The most actively traded stock was Telefonos de Mexico, (Telcel) with Royal Dutch Petroleum second. A total of 98 companies based in 40 different countries launched ADR programmes.

Telecoms consortia on hold for Brazilian bidding

International operators and their local partners are seeking a share of the liberalised cellular network

While legislation allowing the private sector to provide cellular telephone services makes its small-scale way through Brazil's congress...

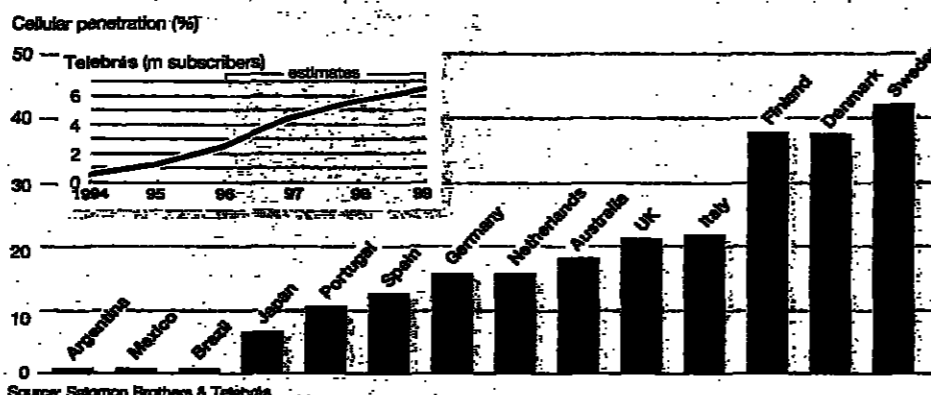
The attraction is a share in one of the world's fastest growing markets, in which the government hopes to see cellular subscriptions rise from less than 2m today to more than 17m by 2003.

The first concessions are likely to be sold at the beginning of next year, although the communications ministry would like to move faster.

One consortium already exists as a formal entity: US operator AT&T has formed a joint venture with Globopar, the investment arm of Brazil's biggest media group, and the country's biggest private bank, Bradesco.

Other US operators have reached less formal arrangements. CTE has signed a memorandum of understanding with Brazilian bank Itamaraty and Splice, a maker of telecommunications equipment.

Cellular phones



Source: Salomon Brothers & Telebras

agreement with Brazilian bank Safra and media group OESP; Nynex has formed a consortium with eight Brazilian banks and industrial and media groups...

Other international operators and equipment makers are known to be considering similar alliances: Southwestern Bell, US West, Nortel, Millicom, Hughes and Motorola of the US; Stet of Italy; Telefonica of Spain; France Télécom, Alcatel and Globalstar of France; Swiss Telecom; and Cable & Wireless of the UK.

Brazilian partners. Under the legislation now before congress, foreign companies may own no more than 49 per cent of any consortium for three years from the law's approval.

"All foreign operators need to team up with local banks or pension funds, to provide finance, and they need local entrepreneurs to provide marketing expertise," says Mr Adolfo Rinaldi, managing director of Stet in Brazil.

Mr Rinaldi claims Stet is in "more or less advanced" negotiations with potential local partners, while many other consortia are in a state of flux.

One reason, he says, is that some US operators are turning their attention back to their home market. Another is uncertainty about what will be on offer in Brazil, and how much concessions will cost.

Before concessions are sold, the communications ministry must reorganise the country's services, currently divided among 27 operators controlled by state holding company Telebras...

"Ideally, we would like the full regulatory system to be in place beforehand," says Mr John McLean, vice-president for business development in Latin America at GTE.

structure for the telecommunications industry, something Brazil has not had for the past 30 years.

Other questions must be settled, such as whether concession holders will later be allowed to provide PCS (personal communications system) services, which offer subscribers a single telephone number anywhere in the country.

"We would be looking for a very strong definition of the interconnector regime before investing," says Mr Mark Schultz, vice-president for international operations at AT&T.

"Ideally, we would like the full regulatory system to be in place beforehand," says Mr John McLean, vice-president for business development in Latin America at GTE.

The Telebras companies will

compete with the new private concession holders until they, too, are sold - something the ministry, perhaps optimistically, hopes to achieve next year.

Mr Renato Navarro Guerreiro, executive secretary at the communications ministry, says interconnector tariffs will be established before concessions are sold, and that any later changes will be covered by the terms of the concession contract.

As to the price of the concessions, he says: "It is not the business of the ministry to raise money from the tendering process. Our first duty is to make sure the public receives the best possible service."

Mr Rinaldi at Stet applauds this attitude, but says the government should balance its priorities.

"Of course, the standard of service is the most important thing," he says. "But the government will make more money, and everyone will be happier, if it defines everything clearly in advance."

Jonathan Wheatley

THE TOKAI BANK, LTD. BALANCE SHEET and STATEMENT OF INCOME for March 31, 1996.

U.S. \$120,000,000 Subordinated Floating Rate Depository Receipts due 2000. Issued by Banco di Sicilia S.p.A.

CITICORP U.S. \$350,000,000 Subordinated Floating Rate Notes due November 27, 1998.

NOTICE TO HOLDERS OF THE SECURITIES ISSUED BY Mitsubishi Warehouse & Transportation Co., Ltd.

ITOCU CORPORATION Depository Receipts to Bearer issued by Citibank N.A.

IRISH PERMANENT BUILDING SOCIETY 8 1/8% Bonds 2004.

CITICORP U.S. \$250,000,000 Guaranteed Floating Rate Subordinated Capital Notes due July 10, 1997.

TSB TSB GROUP PLC \$100,000,000 Perpetual Floating Rate Notes.

CITICORP U.S. \$150,000,000 Subordinated Floating Rate Notes due June 2008.


HARKEN ENERGY CORPORATION Notice of Required Conversion of U.S. \$15,000,000 8% Senior Convertible Notes due 1998.

Congratulations Petersburg Long Distance – the first company to bring the United States High Yield Market to the former Soviet Union.

All these securities have been sold. This announcement appears as a matter of record only. These securities have not been registered under the Securities Act of 1933 and may not be offered or sold in the United States or to U.S. persons absent registration or an applicable exemption from the registration requirements.

June 1996

\$123,000,000



Petersburg Long Distance Inc.

123,000 Units consisting of
\$123,000,000 of 14% Senior Discount Notes due 2004 and
Warrants to Purchase 4,182,000 Common Shares


The undersigned placed these securities in transaction exempt from registration under the Securities Act of 1933.

Smith Barney Inc.

All these securities have been sold. This announcement appears as a matter of record only. These securities have not been registered under the Securities Act of 1933 and may not be offered or sold in the United States or to U.S. persons absent registration or an applicable exemption from the registration requirements.

June 1996

\$26,500,000



Petersburg Long Distance Inc.

9% Convertible Subordinated Notes due 2006

Convertible into Common Shares at \$6.90 per Share.

The undersigned placed these securities in transaction exempt from registration under the Securities Act of 1933.

Smith Barney Inc.

Smith Barney: growth capital for growing companies.

Recent weeks saw two events in the former Soviet Union of historic proportions: the first high yield bond transaction for a company operating primarily in Russia and Kazakstan followed by a democratic election in Russia.

For more information on how Smith Barney can help your growing company secure growth capital, call Sean Crowley (High Yield) at + 1 212-816-7392 or Mark Loehr (Equity) at + 1 212-723-7317.

SMITH BARNEY

They make money the old-fashioned way.
They earn it.SM

A Member of TravelersGroup

BUSINESS FOR SALE

A Prime Opportunity to Benefit from an Innovative Partnership with the UK Government

Expressions of interest are invited from leading investors, banks and property companies in Project PRIME a major opportunity to establish a long term partnership with the Department of Social Security (DSS) which is the branch of the UK Government responsible for delivering the Social Security benefit programme in the UK.

(£5241 million), comprising mainly traditional offices located in all the major cities and towns throughout the UK.

- the provision of capital investment and services in maintenance and building-specific facilities management.

The partnership will involve the supply of serviced office accommodation. The DSS estate is approximately 16% of the entire UK Government's non-military estate. This opportunity includes:

The transaction will be conducted under the UK Government's Private Finance Initiative. Serious respondents must demonstrate the financial resources, experience and long term strategic approach appropriate to a transaction of this size and complexity. A briefing day will be held in London on 8th July 1996.

- the transfer to the private sector of the property assets of the DSS, some 18 million sq ft in 700 buildings with an annual rent of approximately £160 million

For further information, including a briefing document and a questionnaire, please telephone Sarah Baker on (+44) 171 387 0458 or fax on (+44) 171 387 1368.

Deloitte & Touche Consulting Group



Private Power & Infrastructure Board Government of Pakistan

Railways Open Access Policy

Under the Open Access Policy Framework and Package of Incentives for Private Sector Development of Freight Train Operations in Pakistan, approved by the Government, the Private Power & Infrastructure Board invites companies having the necessary background and experience of modern heavy haul freight train project implementation and operation to register their interest.

The opportunity now exists for a private railway freight operating company to transport Residual Fuel Oil, over Pakistan Railways track, from Pipri, (Karachi) to seven new power plants commencing at the beginning of July 1997. The successful company will purchase track access from PR and secure its income through a long-term Fuel Transportation Agreement with the Pakistan State Oil Company Limited.

The successful company will be responsible for arranging the required financing to provide an adequate amount of reliable railway equipment, appropriate maintenance facilities and sufficient competent staff to guarantee long term security of supply of fuel oil to the power plants. Initial volume is 1.78 million tonnes per annum (mtpa) over an average route length of 980 km with gross train weights exceeding 4,000 tonnes.

Those interested in submitting proposals must register with the PPIB by payment of a non-refundable registration fee of US\$1,000 (Rs. 35,000/-) in order to obtain: a Request for Proposal document package comprising an Application Form and other relevant documents. This package will be available from PPIB as of 16th June 1996.

A pre-bid meeting will be held in Islamabad on 9th July, and proposals must be submitted at PPIB offices by 12:00 noon on 15th August 1996.



Government of Pakistan Ministry of Water and Power Private Power & Infrastructure Board House No. 50 Nazimuddin Road Sector F-7/4, Islamabad, Pakistan

BUSINESSES FOR SALE

Appear in the Financial Times on Tuesdays, Fridays and Saturdays.

For further information or to advertise in this section please contact

Karl Loynton +44 0171 873 4874



PKF worldwide NO. 150 LEICESTER LTD FORMERLY THORITE POWER INTERNATIONAL LTD (In Administration) Brian J Hamblin & R Neil Marshman as administrators of No. 150 Leicester Ltd

British Rail The Sale of Opal Engineering Limited British Railways Board (BRB) invites organisations to register their potential interest in purchasing Opal Engineering Limited (Opal), a subsidiary company within BRB.

Strand Libraries Limited (In Administration) The Joint Administrators invite enquiries for the sale of the restructured greeting card retailing business of the above company.

Joint administrative receivers of Dwelligen Limited t/a BIG TREE FIRE SURROUNDS offer for sale the business and assets

DELTA GROUP LIMITED (In Administrative Receivership) The Joint Administrative Receivers, Angus M. Martin and John Wilson, offer a unique opportunity to acquire this company's intellectual property rights and marketing agreement relating to a fluid contamination monitor.

To Advertise Your Legal Notices Please contact Lesley Sumner on Tel: +44 0171 873 3308 Fax: +44 0171 873 3064

Coopers & Lybrand HOME FURNISHINGS AND GIFTWARE IMPORTER Natural Selection (Holdings) Ltd The Joint Administrative Receivers, Robert Birchall and Peter Buckle, offer for sale the business and assets of this importer of quality home furnishings and giftware.

REPUBLIC OF POLAND Minister of Privatisation acting on behalf of the State Treasury according to the art. 23 of the Law from 13 of July 1990 on privatisation of state-owned entities (Gov. Reg. and Laws Gazette No. 51 with later amendments)

HOLDENE GROUP PLC (In Administrative Receivership) R Marsh, the Joint Administrative Receiver, offers for sale the businesses and assets of this computer systems integrator and hardware distributor, with the following features:

PKF worldwide Rees Construction Services Ltd (In Administrative Receivership) Alderhot, Hampshire The Joint Administrative Receivers Fred Setow and John Alexander offer for sale the business and assets of Rees Construction Services Ltd as a going concern.

LEGAL NOTICES No. 02050 of 1996 IN THE HIGH COURT OF JUSTICE CHANCERY DIVISION COMPANIES COURT

APPOINTMENTS WANTED SPECIALIST PRIVATE BANKER As a Specialist Private Banker with this leading international investment company you will be responsible for improving client relationship and increasing revenues by providing solutions to clients' financing, hedging, risk management and business related requirements.

LEGAL NOTICES No. 02050 of 1996 IN THE HIGH COURT OF JUSTICE CHANCERY DIVISION COMPANIES COURT

COMPANY NEWS: UK

Chemist halves its cash pile, leaving money for bolt-on acquisitions and investment
Boots in £300m buy-back

By Roderick Oram, Consumer Industries Editor

Boots halved its cash pile yesterday buying back about 5 per cent of its equity for £300m, but leaving itself money for its healthcare business and investment in its retail chains.

Boots suffered the opposite when it bought 9.2 per cent of its equity for £508m in November 1994. Then, its share price fell 10 per cent and took more than five months to recover.

The company had said at its preliminary results three weeks ago, that it was considering ways of returning cash to shareholders. It had net cash of £228m at the March year-end and subsequently received £82.6m from selling its Children's World chain to Storehouse, and £72m as a final payment from BASF for Boots' pharmaceutical business.

It said it was left with ample resources to expand with bolt-on acquisitions for Boots Healthcare International, its non-prescription manufacturing arm, and to develop its retail chains.

RESULTS

Table with columns: Company, Period, Turnover (£m), Pre-tax profit (£m), EPS (p), Dividends (p), Date of payment, Total for year, Total last year. Lists companies like Altria, Allied, Artisan Estates, Asda, etc.

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. After exceptional charge. After exceptional credit. For increased capital. Comparatives restated. Foreign currency. US\$M stock. Comparatives pro forma. Excludes 2p special interim. From August 31. Third interim. Includes 2.25p to date.

Asda beats rivals with 12% rise in like-for-like sales

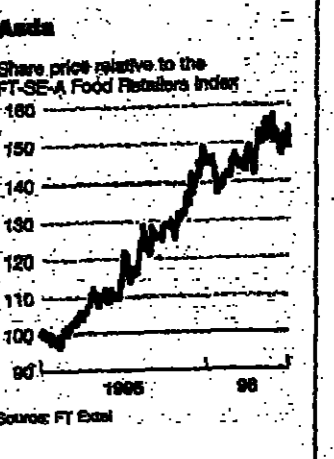
By David Bickelwell

Asda, the supermarkets chain, continued to outperform its competitors last year, lifting like-for-like sales by just over 12 per cent without the help of a loyalty card scheme.

The group was trying to create a different shopping style in its supermarkets, which are larger than its main competitors, with an average of more than 40,000 sq ft. It treated packaged groceries as commodity goods, accepting 5 per cent margins compared with the 7 per cent plus of Sainsbury and Tesco.

LEX COMMENT
Asda

In the battle to fill Britain's trolleys, Asda has again proved a winner. Like-for-like sales in the last financial year grew 12 per cent, well ahead of its main rivals.



How does Asda do it? There are three main ingredients. First, it has greater scope to sell a broader range of products than its rivals because its stores are, in general, bigger.

I would rather give value for money in low prices. Our basic philosophy is value today

The group is experimenting with a loyalty card scheme at 18 of its 207 stores. Mr Norman pointed out that the number of customers passing through the stores rose 10 per cent last year, and described loyalty cards as a defensive measure aimed at retaining existing customers.

ED&F Man edges up 4% on strong sugar performance

By Jane Martinson

ED&F Man Group, the commodity trading and financial services group, committed itself to the "long-haul" as a public company, as it announced a 4 per cent increase in pre-tax profits to £81.1m.

ing the former Communist states of eastern Europe, helped lift pre-tax profits 22 per cent to £45.5m. Agricultural products in total contributed £60.8m to pre-tax profits in the year to March 31.

Mobile telephone shares hit by Cellnet

By Geoff Dyer

Shares in Securicor, the security, distribution and communications group, fell 10 per cent after it disclosed lower than expected profits at Cellnet, the mobile telephone network in which it has a 40 per cent stake.

Profits were depressed by a £10m loss caused by competition in the Australian sugar market. This was offset by a 28m gain from the settlement of a legal claim in Brazil.

BPB slips after poor winter and slowdown

By Andrew Taylor, Construction Correspondent

Poor winter weather and a slowdown in northern European construction markets lay behind a marginal decline in pre-tax profits at BPB Industries, the region's largest plasterboard maker.

Operating margins had slipped from 12.1 per cent to 11.4 per cent, and had touched 10.3 per cent in the second half.

ABN-AMRO ROTHSCHILD logo with text: The Equity Capital Markets Joint Venture of the Rothschild and ABN AMRO Groups

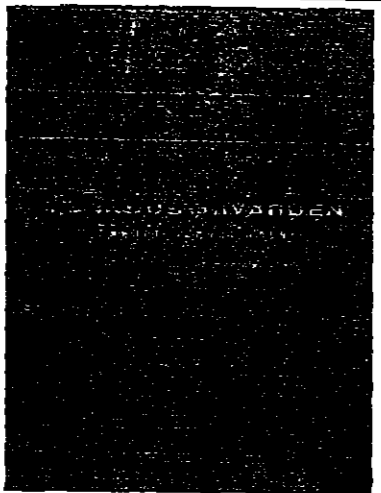
is pleased to announce that it will commence operations on 1st July, 1996. The Head Office of the Joint Venture will be located at 4 Broadgate London EC2M 7LE. General telephone number +44 171 374 1700. General facsimile number +44 171 374 1500.

Les Echos advertisement: The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world.

CITICORP advertisement: U.S. \$150,000,000. Subordinated Floating Rate Notes Due September 2006. Notice is hereby given that the Rate of Interest for the period June 29, 1996, to September 30, 1996 has been fixed at 5.5% and that the interest payable on the relevant Interest Payment Date September 30, 1996, against Coupon No. 12 in respect of US\$5,000,000 nominal of the Notes will be US\$71.81 and in respect of US\$100,000,000 nominal of the Notes will be US\$1,436.11.

Cie Fin OTTOMANE S.A. advertisement: Shareholders who think the Paribas bid is derisory are invited to share their views with David Bowen. Tel: 44 1534 32122 Fax 44 1534 862135

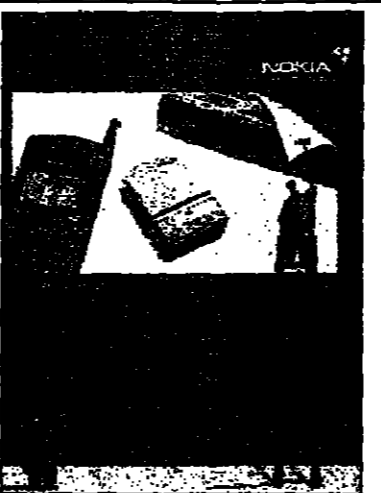
Financial Times Annual Report Service



97

AB INDIRIVÄRDEN

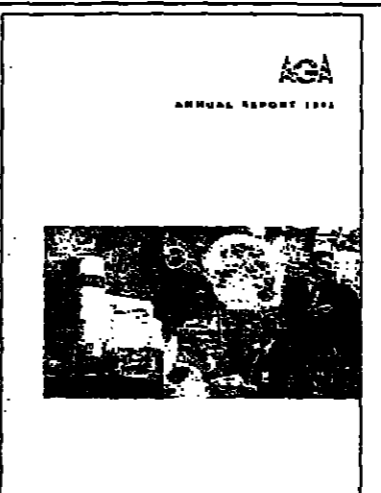
AB Industrivärden is an industrial holding company which consists of a portfolio of listed stocks worth about SEK 14 billion, industrial operations and trading operations with a turnover of SEK 6 billion, and a real estate operation. The major holdings in the portfolio of listed stocks are SCA, AGA, Ericsson, Handelsbanken, PLM, SSAB and Skanska. Industrivärden consists of five companies in the engineering industry including Boeing and Thomson. Industrivärden is involved in imports and trading with industrial companies in Sweden, Denmark, Finland, the Netherlands and Belgium. Industrivärden manages real estate consisting of office premises with central locations, mainly in the Stockholm region.



98

NOKIA

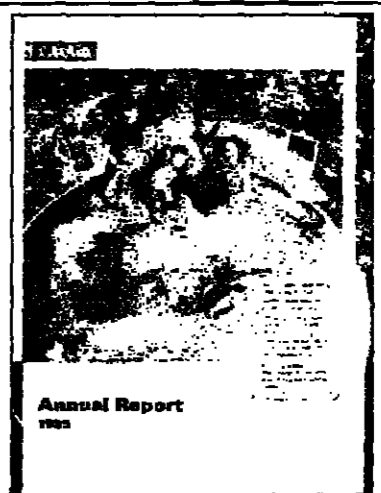
Nokia is an international telecommunications group with net sales of GBP 5.5 billion (FDM 36.8 billion), profit before taxes of GBP 722 million (top 20%) and earnings per share of GBP 2.13 (top 31%) in 1995. After disposing of non-core businesses Nokia now has the structure in place to concentrate on the growth segments of the telecommunications industry thereby improving its shareholder return. Nokia is Europe's largest and the world's second largest manufacturer of mobile phones with sales in 120 countries. It is also a world leading supplier of GSM/GPRS cellular networks as well as a supplier of access networks, multimedia products, interactive digital satellite and cable terminals, PC modems as well as car audio systems. The Group runs focused R&D programs in Europe, Asia/Pacific and the United States. Nokia's shares are listed on the London Stock Exchange and on five other stock exchanges.



99

AGA

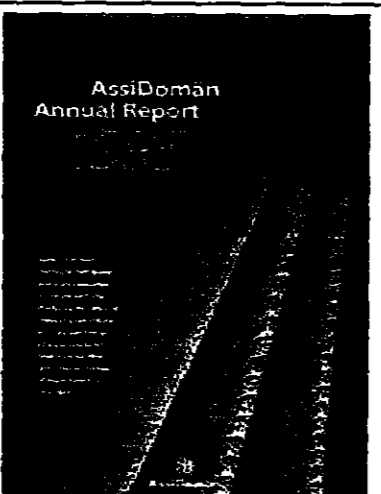
AGA's income after financial items increased in 1995 by 22 percent to SEK 2,104m (1994: SEK 1,728m). In addition, a capital gain of SEK 60m arose from the sale of shares in Avista Sheffield. Net income per share after tax rose by 30 percent to SEK 6.31 (5.24), excluding the capital gain. Dividend increase to SEK 2.70 (2.25) per share. In March 1996, AGA sold its shareholding in the automotive company, Gullerby Kraft which resulted in a capital gain of approximately SEK 1,600m after tax. The 1996 result is expected to be at least the same level as 1995, excluding capital gains. AGA is one of the world's largest gas companies. The Group produces and sells industrial and medical gases in 35 countries in Europe, the U.S. and Latin America.



100

TELIA

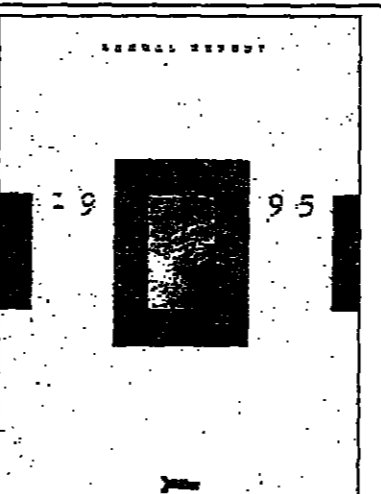
Changing times affect even well-established companies such as Telia, Sweden's leading telecom company. The Group aims to maintain a leading position in the new market for communications now emerging. Telia is broadening its operations in terms of geographic reach and product portfolio. 1995 was a good year. Operating revenues advanced 8%, to SEK 41 billion, and income after financial net reached SEK 3.2 billion.



101

AssiDomän

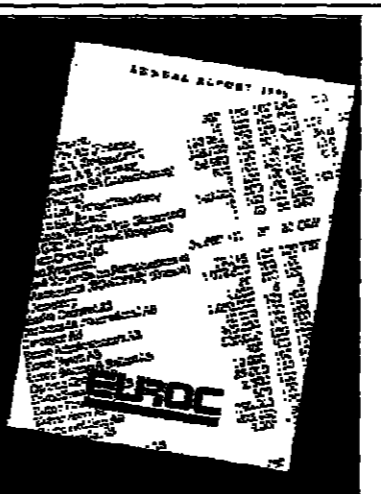
AssiDomän is one of Europe's leading forest products companies. Production is concentrated on packaging papers, packaging products and sawn timber. AssiDomän is the largest forest owner in Sweden, with holdings of 3.4 million hectares of productive forest land. The average number of employees in 1995 was 13,110 of whom 6,916 were employed in Sweden. The Group's total sales in 1995 amounted to SEK 4,246 million, of which 77% went to customers outside Sweden. The profit after net financial items amounted to SEK 426 million, an improvement of SEK 223 million, or 110%. The Annual Report for 1995 is accompanied by a separate Environmental Report.



102

AKER


Aker ASA is one of Norway's leading industrial groups with activities and interests in the areas of oil and gas technology and cement and building materials. Its holdings include a 33.3% share in Scamco AB (publ) which is one of Europe's largest cement and building materials groups, and a 29% holding in the Finnish industrial group Porek Oy AB. Aker's wholly owned subsidiary Aker Oil and Gas Technology is a major supplier to the international oil industry. Sales in 1995 amounted to NOK 15,259 million and the profit after financial items NOK 1,093 million. Aker has nearly 9,000 employees.



103

EUROC

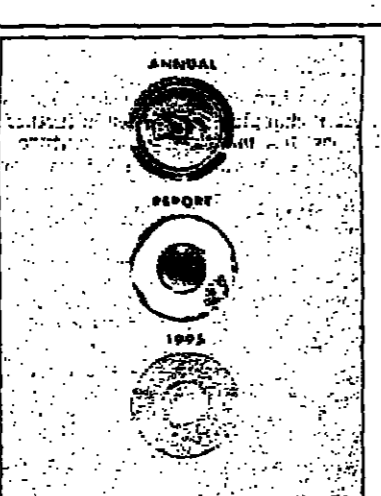
Euroc's earnings after net financial items and minority shares totalled SEK 955 M in 1995, an increase of SEK 222 M, compared with SEK 733 M in 1994 (excluding nonrecurring items of SEK 138 M). In March, the merger was finished between Euroc and the Norwegian Aker Group's cement and building material operations. A new major Nordic construction materials group has been created with sales of SEK 14 billion and 9,500 employees, strong home market positions, presence in both mature and emerging markets, critical size and efficient production facilities. In connection with the merger, the group has changed its name to Scamco. Excluding the effects of the merger, earnings in 1996 are expected to be on the same level as in 1995.



104

NORSK HYDRO

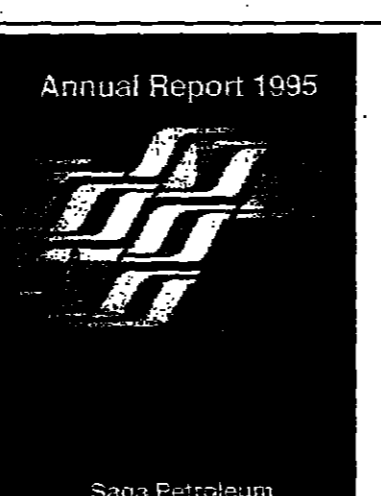
Norsk Hydro, founded in 1916, is the largest industrial company in Norway. Its main fields of operations are Agriculture, Light Metals, Oil and Gas, and Petroleum. Based on the production and utilization of Norwegian energy resources the company has enjoyed strong international growth. Hydro's shares are traded on the main stock exchanges of Europe and New York. In 1995, Hydro had an operating income of NOK 10.7 billion, a significant improvement from NOK 7.15 billion in 1994. Earnings increased in all of the segments. The advance was particularly pronounced in the Agriculture and Light Metals segments, due to better market conditions, higher prices, and the effect of measure to improve efficiency.



105

PLM

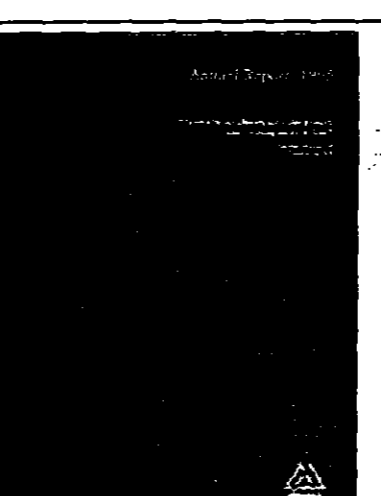
PLM is one of Europe's leading consumer packaging companies. The company develops, manufactures and markets packaging in metal, glass and plastic. Its customers are to be found primarily within the European beverage and food industries. In 1995, increased sales amounted to approximately MSEK 9,500. Profit after financial items stood at MSEK 519. Operations are divided into three business areas: Beverage Can Division, Glass Division and Plastics Division. PLM has twelve strategically located factories in eight countries: Sweden, Denmark, Norway, Germany, the Netherlands, the UK, France and Austria. PLM has its headquarters in Malmö, Sweden. It has about 5100 employees, of whom about 73% are employed outside Sweden.



106

SAGA PETROLEUM

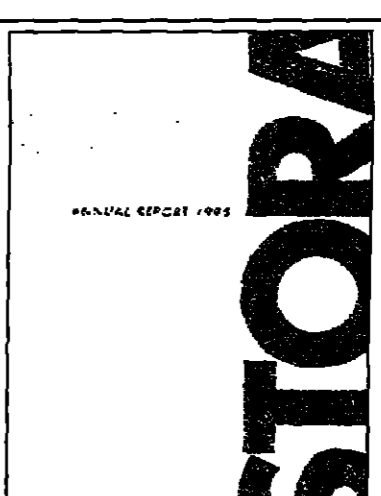
Saga Petroleum is one of the leading oil companies in Norway. The company focuses on oil and gas exploration, development and production. As year end 1995, the group's proved and probable petroleum reserves totalled 1,133 million barrels of oil equivalent, evenly distributed between oil and gas. The company's shares are listed on the Oslo Stock Exchange, the New York Stock Exchange and quoted on the Stock Exchange Automatic Quotation (SEAQ) list in London. In 1995 production totalled 47 million barrels of oil equivalent. Reported operating profit and profit before taxation were NOK 1,884 and NOK 2,015 respectively. The Norwegian continental shelf continues to be Saga's main area of activity, but the company's strategy is also to use its expertise to gradually build up an international portfolio.



107

SCA


SCA is an integrated paper and packaging company with Europe as its primary market. SCA's activities are conducted through the business areas Hygiene Products, Packaging and Graphic Paper. SCA also owns 1.8 million hectares of productive forest land and has extensive sawmill operations. SCA is Europe's foremost user of recycled fiber. SCA's products are based on nearly equal amounts of recycled and fresh wood fibers. SCA has about 33,000 employees in more than 20 countries. The share is listed on the stock exchanges in Stockholm and London and is available in the form of ADRs (American Depositary Receipts) in the U.S. SCA's net sales SEK 65,317 M (1994: 63,670). Earnings after financial items SEK 5,731 M (1994: 5,244). Earnings per share after tax SEK 17.55 (12.94).



108

STORA

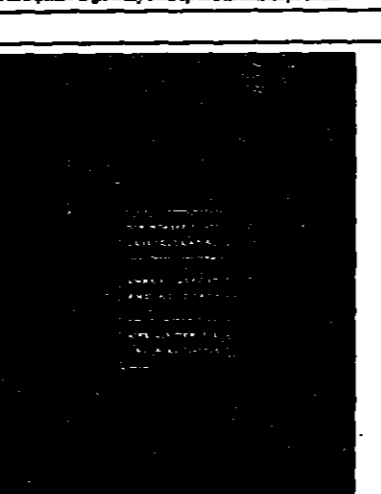
STORA is one of the world's leading manufacturers of printing papers, fine papers and board and packaging paper. These products are produced in the Group's operations. Paper and board production capacity amounts to 6 million tons. The Group is also a large manufacturer of lachens, windows and doors. STORA's raw material base consists of forest holdings and power. The Group's Swedish forest holdings amount to 1.6 million hectares of productive forest land. STORA is Sweden's fifth largest power supplier. Group sales totalled SEK 57,105 million in 1995, income after net financial items improved to SEK 8,020 million (SEK 5,217 million in 1994). Average number of employees was 25,619.



109

SKANDIA

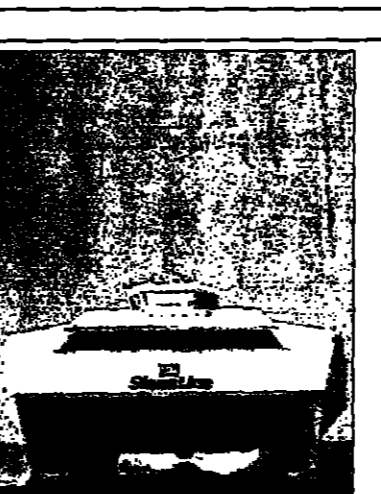
Skandia is an international corporation offering insurance and financial services in its Nordic home market and internationally. Skandia has approximately 10,000 employees in 25 countries. The group's total assets amounted to SEK 177 billion. Skandia's shares are listed on the Stockholm, Copenhagen and London stock exchanges.



110

THE STATOIL GROUP

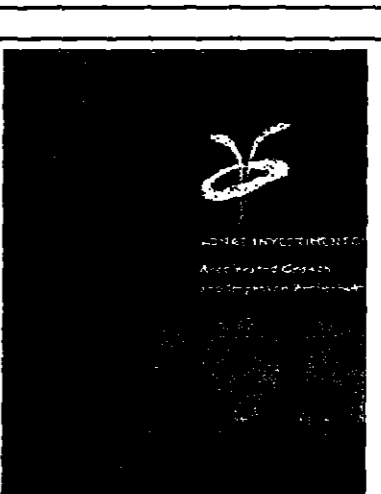
Statoil is an integrated, international oil company, owned by the Norwegian State. The Statoil group achieved a net profit of NOK 5.3 billion for 1995 - the second highest result in its history. Net profit for the year before taxation NOK 5.4 billion. Operating profit rose to NOK 13.4 billion as against NOK 12.7 billion in 1994. Investment by the group set a new record in 1995 at NOK 17.5 billion, up by NOK 2.5 billion from the year before. Sixty-five per cent of this spending took place in Norway, primarily on the Norwegian continental shelf. Statoil's production and transport systems operated well and achieved high reliability during 1995. Measures to improve recovery made a positive contribution and limited the expected decline in production. Average daily supplies of equity oil fell from 489,000 barrels in 1994 to 454,000 barrels. The Statoil group had 13,820 employees at 31 December 1995.



111

STENA LINE

Stena Line is the world's largest ferry company for international ferry traffic. The Group's route network consists of 15 well-positioned ferry routes in the business area of the Kattegat, Skagerrak, English Channel and the Irish Sea. Nearly 15 million passengers, 2.7 million private cars and 930,000 lorries, trailers, containers and railway carriages are transported every year on the Group's ferries. Group turnover amounted to SEK 9,436 million during 1995 and the profit, after net financial items was, SEK 201 million.



112

SONAE

Sonae is the leading non-financial group based on Portugal. It consists of: Real Estate, where Sonae Investimentos is focused in the development and operation of Shopping Centers and leads the sector in Portugal; Hotel Real Estate, where Sonae Investimentos together with its associated Spanish company, Telia S.A., is the 4th largest European group of the sector with operations in Portugal, Spain, U.K., Canada and Brazil. Key figures (SEK million)

	1994	1995	% Change
Turnover	1354	1653	+22%
Operating profit	61	102	+67%
Net Profit (Group share)	55	67	+22%
Shareholders funds	261	408	+56%

The Financial Times Annual Report Service is appearing on 25, 26, 27 & 28 June 1996

Please send me these Annual Reports: Tick boxes

97. AB Industrivärden
98. Nokia
99. AGA
100. Telia
101. AssiDomän
102. Aker
103. Euroc
104. Norsk Hydro

This service is free to readers of the Financial Times

105. PLM
106. Saga Petroleum
107. SCA
108. Stora
109. Skandia
110. The Statoil Group
111. Stena Line
112. Sonae

Please indicate whether these reports are for your business or personal use:

- For Business/Investment use For Personal/Investment use

Which one of the these best describes your job title or position?

- Chairman/President Chief Executive/Managing Director Director/Vice-President Fund/Investment Manager Middle Management Other, Please specify.....

PLEASE ATTACH YOUR BUSINESS CARD OR WRITE YOUR NAME AND ADDRESS IN THIS SPACE. PLEASE USE BLOCK CAPITALS.

Name.....
Address.....
.....
.....
Postcode.....
Country.....

Please tick here if you do not wish to receive further mailings from the Financial Times

Mail to: FT Annual Report Service, Dept 700, P.O. Box 384, Sutton, Surrey, SM1 4XE United Kingdom to reach us no later than 29th September 1996.

COMMODITIES AND AGRICULTURE

Copper surges as speculators take profits

By Kenneth Gooding, Mining Correspondent

Copper prices surged yesterday as some speculators who had sold short - sold metal they did not own in the expectation that they would be able to buy it later at a lower price decided to pocket some profits.

The steep fall it suffered after the short sellers started to attack the market on rumours that Sumitomo of Japan had moved its chief copper trader, Mr Yasuo Hamanaka.

While visible stocks represented only five weeks' consumption, there were fears that there were substantial 'invisible' stocks.

Mr Jim Lennon of Macquarie Equities, part of the Australian banking group, said there was much rumour and conjecture about these hidden stocks but no evidence.

Traders said 'buy' orders for 75,000 tonnes of copper were placed through one LME ring dealer and they assumed this was largely on behalf of funds who had gone short at higher prices.

Placer Dome still waiting for Kazakh repayment

By Kenneth Gooding

Controversy is again enveloping the Vasilkovskoye gold project in Kazakhstan. Placer Dome said yesterday that the Kazakh government seemed to be hesitating about paying back a US\$55m refundable deposit the Canadian group was due to receive by July 4.

vice-president and treasurer, said in London yesterday that the contract signed with the Kazakh government gave his company the unconditional right to ask for the return of its cash.

not be repaid. "We still have an interest in doing business in Kazakhstan if this obligation is lived up to. Our relationship with the people in government has been good."

US farm act 'puts EU under pressure'

By Deborah Hargreaves

The European Union will come under great pressure to reform its Common Agricultural Policy as a result of changes in US farm laws introduced in April, according to an analysis released yesterday by Britain's National Farmers' Union.

Table with 3 columns: Year, Annual Budget (\$bn), Share of budget for each commodity. Rows include 1996, 1997, 1998, 1999, 2000, 2001, 2002. Commodities include Wheat, Maize, Sorghum, Barley, Oats, Cotton, Rice.

Other decoupled payments, such as support for environmental measures and funds for taking land out of production, were put into the "green box".

The US farm bill is expected to be passed in the next few weeks, and it is likely to force cuts in those

crop, which was established when deficiency payments were introduced in 1986. The budget for these contracts for each year will be allocated on a percentage basis to different commodities.

Go-ahead given for Scotland's first commercial gold mine

By Kenneth Gooding

The go-ahead has been given for Scotland's first commercial gold mine. Caledonia Mining Corporation, a Toronto based company, is to spend US\$11m to bring the Cononish mine in the west central Highlands into production by the summer of 1997.

Goldfields, the newly-incorporated Australian company which took over the goldmining assets of Renison Gold Fields and Pancontinental Mining, will become part of the Financial Times Gold Mines Index from July 1.

imposed strict conditions, however. There will be no Sunday working. Any free gold will be removed at the site but there will be no use of cyanide.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Amalgamated Metal Trading)

Table of metal prices including Aluminum, Lead, Tin, Zinc, Copper, Nickel, and Platinum.

Precious Metals continued

GOLD COMEX (100 Troy oz; \$/troy oz)

Table of gold and silver prices with columns for date, price change, high, low, and open.

GRAINS AND OIL SEEDS

WHEAT LCE (\$/cwt)

Table of wheat and other grain prices.

SOFTS

COFFEE LCE (\$/lb)

Table of coffee and other soft commodity prices.

MEAT AND LIVESTOCK

LIVE CATTLE LCE (\$/cwt)

Table of meat and livestock prices.

ENERGY

CRUDE OIL NYMEX (1,000 barrels; \$/barrel)

Table of energy prices including oil, natural gas, and heating oil.

UNLEADED GASOLINE

NYMEX (\$/gallon)

Table of unleaded gasoline prices.

FUTURES DATA

All futures data supplied by CME.

Table of futures data for various commodities.

INDICES

COMEX NYMEX (1,000 barrels)

Table of commodity indices.

LONDON TRADED OPTIONS

ALUMINUM (99.7% LME)

Table of London traded options for various metals.

LONDON SPOT MARKETS

CRUDE OIL FOB (per barrel)

Table of London spot market prices.

JOTTER PAD

A grid-based jotter pad for notes.

CROSSWORD

No. 1106 Set by VIXEN

Crossword puzzle grid and clues.

SOLUTION 8.105

Solution to crossword puzzle 8.105.

JOB'S: It is increasingly argued that the education sector needs to become more involved in career development

Bridging the gap between earning and learning

At what point in our lives should school end and a career begin? The question is prompted by two new reports from the Institute for Employment Studies urging a public debate on career development.

Career development has become something of a trendy concept in personnel management. The problem is that there seems to be a contradiction between companies' stated desires to develop their employees and popular business strategies for restructuring, involving job losses. The gap between the rhetoric of senior management and the perception of employees is one that needs to be addressed by employers, says the IES.

One employee interviewed during the research among some of the UK's top companies spoke of concerns about "the annual cull", the phrase used by fellow employees to describe fresh rounds of redundancies. Many viewed their companies' approaches to career development as dishonest.

Employees, the IES argues, need to be given a clear understanding of the underlying employment assumptions in their organisations, including the core skills the business will continue to require, the contribution expected of staff,

whether expertise will be bought-in or home grown, and a predicted length of employment.

This seems worthy stuff. But how many employers are able to assess their future needs given the speed of change in many organisations? Today's assumptions focusing on core functions and contracting out the peripheral ones, for example, may prove no more enduring than the 1980s' fashion for diversification.

It is possible, however, for employers to be innovative over their workplace policies. This has been evident in companies such as Rover and Nissan in the UK which have introduced imaginative programmes to help employees build their careers. Levi Strauss has demonstrated - with plans to award a bonus of its 1996 earnings to all its employees six years hence if certain targets are met - that companies can take a different view towards employee development, reinforced with business goals that demonstrate a commitment to their workforce.

The IES found that while career development was high on the

agenda of the large companies in its studies, too many so-called initiatives had proved "gimmicky" or had not been sustained.

An almost bewildering array of human resource tools for career development has appeared in the UK over the past few years, including succession planning, graduate trainee schemes, development centres, mentoring, lateral moves, assignments, personal development plans, various forms of appraisal, career workshops and National Vocational Qualifications. The challenge for policymakers is to use these tools effectively to develop individuals' careers, says the IES.

The institute wants the debate over their application to be broadened across society and within government. The merger of the former employment and education departments should have improved the scope for achieving this.

One of the IES studies, *Managing Careers in 2000 and Beyond*, carried out in conjunction with the Careers Research and Advisory Centre, discusses the need to associate "learning and earning". Child employment needs to be stringently

regulated to prevent exploitation, but the report suggests that there may need to be some readjustment of attitudes towards child labour to allow young people to gain work experience. "Relationships between learning and work need to be established more strongly at an earlier stage," it says.

If society is to achieve an almost seamless transition between education and employment, with careers fluctuating at intervals between the need for one and the other, it will need to reach a clearer understanding between the education establishment and employers.

The report recommends a broadening of career guidance services which could act as an agent of transition, with improvements in quality and quantity.

It also recognises the value of out-placement services which provide job search advice for employees in redundancy programmes and, increasingly, advice in career development. But it appears to favour an integrated approach of public and private sector provision funded by "learning credits" or "training accounts", some of the more

recently floated ideas. Whether or not this would be the best approach, the studies would seem to provide a welcome contribution to the need for a greater interchange between education and employment.

Strategies for Career Development: Promise, Practice and Pretence by Wendy Hirsch and Charles Jackson (Eds), *Managing Careers in 2000 and Beyond* by Charles Jackson, John Arnold, Nigel Nicholson and Tony Wats (Eds). Both from BEEC, PO Box 1486, Parkstone, Poole, Dorset BH13 3YD (01202 715555).

Is working good for our health? A difficult question to answer, but it is increasingly the case that employers believe we will all be much healthier if smoking is banned in the workplace. They may have a point.

A study of 18,000 US employees by the National Bureau of Economic Research in Cambridge, Massachusetts, has produced conclusive evidence that workplace smoking bans have reduced the amount of smoking by people in work.

The trend towards non-smoking workplaces seems irreversible. In 1985, some 25 per cent of US employees worked in establishments that banned smoking in work areas. By 1993, this had risen to 70 per cent.

While non-smoking policies were introduced chiefly to reduce the exposure of non-smokers to second-hand tobacco smoke, the study has found, accounting for the influence of other factors, that they have also had an impact on the behaviour of smokers by reducing their opportunities to smoke.

The report found that smoking rates had fallen more steeply among those in work than among the unemployed. The prevalence of smoking among men in work declined by almost 5 per cent more than it did for those out of work between 1976 and 1993.

If smoking policies can have such a widespread effect, it seems only a matter of time before more companies adopt alcohol bans. But whereas smoking bans concerned the impact of passive smoking on every employee, alcohol consumption is specific to the individual and is often outside the workplace.

Some employees have a clear legal responsibility to be free from

alcohol - those who drive for a living, for example.

But what of those companies where there is no legal issue, but where employees' capacity for work is impaired generally by alcohol? The case for bans would require proof that abstinence from drinking did not adversely impact on levels of stress, an increasingly serious workplace concern.

Taking the theme further, how much should employers be responsible for the health of their workers? In some industries such as the chemical industry, health and safety has been built into the culture of the workforce. Du Pont, for example, puts safety at the forefront of all its working practices to such an extent, it is considered to be a core function of the company.

In this area, at least, the corporate sector may soon be recognised as setting benchmarks of behaviour for the rest of society.

Do Workplace Smoking Bans Reduce Smoking? by William Evans, Matthew Farrelly and Edward Montgomery is published by NBER, 1050 Massachusetts Avenue, Cambridge, MA 02138 (\$15, including postage). Tel: 1 617 868 3500.

Richard Donkin

INSURANCE ANALYST

HIGH PROFILE LLOYD'S MEMBERS AGENCY

CITY c. \$55,000 + BENEFITS

- Financially sound, top performing business at the forefront of developments to move towards limited liability capital.
- Working closely with senior management, this is a critical role offering excellent scope to influence the growth of the business. Focus will be on analysis of Lloyd's syndicates and evaluation of the Lloyd's Corporate Sector and the London Insurance Market.
- Key activities include leading the syndicate monitoring team, preparation of regular forecasts for current and future years of account, development of forecasting models, and regular contact with syndicates, managing agencies and the London Market.

- Instinctively commercial, candidates should be able to analyse the dynamics of insurance profitability, elicit evidence, marshal arguments and make cogent, compelling recommendations.
- The role calls for a sharp intellect, a high level of drive, well-honed analytical and PC modelling skills. Suitable candidates are likely to have a background in actuarial, accountancy, investment analysis or similar disciplines.
- Candidates should have a flexible range of influencing skills and the stature to operate at senior levels. Not easily overawed, they should have the ability to ask challenging, perceptive questions whilst maintaining effective business relationships.

Please apply in writing quoting reference 1172 with full career and salary details to: Phil Bouchage, Whitehead Selection Limited, 11 Hill Street, London W1X 0ES. Tel: 0171 250 3043. <http://www.gbnct.co.uk/whitehead>

Whitehead
 SELECTION
A Whitehead Hall Group PLC company

Global Foreign Exchange

Senior Business Analyst

Competitive Banking Package

Deutsche Morgan Grenfell, the investment banking arm of Deutsche Bank, one of the world's largest AAA rated institutions, operates in over 30 countries with over 7,000 staff.

We are currently seeking a Senior Business Analyst to join our rapidly expanding Global Foreign Exchange department to assist in the formulation, implementation and monitoring of their business strategy.

The successful candidate will be responsible for the daily monitoring of sub units such as the utilisation of risk allocation and limits, and performance against budget. You will also be required to produce monthly reports for the senior management and the bank's main board in conjunction with various periodical analytics.

You will also assist in the development of a risk adjusted return and capital allocation methodology for the business.

The successful candidate

You must have:

- A good Bachelors degree, probably at post-graduate level in a quantitative discipline
- Strong analytical and communication skills (written and oral)
- A thorough understanding of the financial markets and business strategy
- A good eye for detail and be able to show initiative and creativity
- A minimum of 3 years work experience within this field.

Interested candidates are requested to send comprehensive CVs to: Stuart Mortuary, Alexander Mann & Partners, Alexander House, 9 - 11 Fulwood Place, London, WC1V 6HG. Tel: 0171 242 9000, Fax: 0171 405 6434

Deutsche Morgan Grenfell

WATTS INDUSTRIES

Manager, Acquisitions and Business Development

Excellent Remuneration *Location - Europe*

Watts Industries Europe is part of Watts Industries Inc, a \$700 million company which is one of the world's oldest and largest independent valve companies. In Europe the business was established in 1988, and has since grown to sales of \$115 million and is expected to double in size during the next five years. Growth has been mainly through acquisition. The business is located in Holland, Germany, France, Belgium, Austria, Italy, Spain and England. Acquisition targets and joint venture partnerships will be located in both Western and Eastern Europe.

The Position

- Establish acquisition strategy by product/market.
- Identify targets throughout Europe.
- Evaluate and advise on suitability.
- Assist with closing.
- Search, propose and complete joint ventures/alliances.

The Requirements

- Early thirties with MBA.
- Five years' experience in acquisitions in manufacturing industry in business to business sector.
- Commercially astute, analytical, good sense for business advantage.
- Prepared to travel extensively.
- Location negotiable.

If you are interested in this position, please send your CV with current salary details to: Mr John Fairs, Managing Director, Watts Industries Europe bv, Kollergang 14, 6861 LZ Eerbeek, The Netherlands. Fax: +31 313 65 41 92.

Senior Currency Economists

Excellent Salary + Bonus + Benefits

We represent a major international bank, with a substantial presence in the currency markets, which is seeking to enhance its Global Currency Research Group by the appointment of two senior Currency Economists.

Reporting to the Global Head of Currency Research, the positions will entail the analysis of both developed and emerging market currencies. A high degree of organisational skills is required, coupled with the flexibility to react to market volatility in providing both written and oral information to internal and external counterparties.

Candidates should hold a Masters degree or a PhD, augmented by at least three years' relevant experience. He/She should possess strong inter-personal, presentational and creative skills in both oral and written work. These positions will be at director level and entail travel to the relevant regions.

An attractive financial package will be offered, commensurate with experience, along with opportunities for career development.

For a confidential discussion please contact David Reynolds or Nigel Haworth. Tel: 0171-236 2400, Fax: 0171-236 0316 or apply in writing to Sheffield-Haworth Limited, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

SHEFFIELD-HAWORTH
Consultants in Search and Selection

Global Institutional Fund Management Associates

Marketing and Account Management

Our client is a leading investment management division of a major US Investment Bank. They have significantly increased assets under management to competitive markets and continue to enjoy a rapidly expanding global client base. Due to this increase in business, they now seek to recruit highly talented and motivated account management associates.

The successful candidates, reporting to a Marketing Director, will provide analytical and quantitative market and client research and support all marketing activities. Origination and preparation of materials is an essential part of the role as is undertaking detailed technical analysis. Ensuring accuracy and relevance of global marketing information is mandatory. The individuals will be involved in ad-hoc research projects and the level of client exposure and account responsibility will increase in line with success and ability.

Candidates will be self-motivated graduates with a degree from a top university. Ideally, with 1-2 years experience of working within a leading financial institution, preferably asset management, corporate finance or investment banking. A sound knowledge of financial markets and investment products is vital.

Individuals must demonstrate an independence of thought but have the ability to work in a team environment. Due to the global nature of this role knowledge of other European languages is preferable.

This London based role will suit dynamic young professionals with the tenacity and enthusiasm to succeed in a competitive investment management environment.

If you believe you possess these qualities, please call Elizabeth Arthur on 0171 269 2314 for an informal discussion. Alternatively, write to her enclosing a curriculum vitae to: Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Reference 289515.

MPC
Michael Page City
 Specialist Recruitment Consultants
 London Paris Frankfurt Hong Kong Sydney

First Marathon (U.K.) Limited

Based in London, First Marathon (U.K.) Ltd. is a rapidly growing subsidiary of First Marathon Inc., the Canadian holding company of a group that provides a range of financial services to corporations and financial institutions.

Equity Market Makers

We are looking for high quality individuals to perform the task of equity market making and trading in European securities. Candidates should have at least one year of successful market making experience preferably in UK equities.

Derivatives Traders

We are looking for traders to further develop our equity derivatives trading desk in the UK. The candidates should have a minimum of two years experience working as part of a proprietary derivatives trading group. Experience in trading Statistical Arbitrage, Index Arbitrage, or Option Volatility in European markets is essential.

Please submit a copy of your C.V. to First Marathon (U.K.) Limited, 18 Savile Row, London W1X 1AE for the attention of Suzanna Berry.

First Marathon (U.K.) Ltd. is regulated by SFA and is a member of the London Stock Exchange and does not provide investment services to private customers.

ill waiting
payment

our Scotland
gold mine

CROSSWORD

THE BANK OF NEW YORK

Securities Processing

The Bank of New York is one of the leading providers of Securities Processing Services to the market and a respected Trust and Investment Manager. The Bank operates a complete range of processing and operating services, supported by superior technological resources to investors and institutional firms. A number of exciting career opportunities now exist to join this successful team.

Sales London

- THE POSITIONS** Ref: FS60605
- ◆ Sell broad range of securities services to prestigious client base in UK, Europe and Middle East.
 - ◆ Proactively develop new sales opportunities with both existing and target clients.
 - ◆ Continuously raise profile of Bank through presentations and sales promotions.
- QUALIFICATIONS**
- ◆ Proven track record in successfully selling fee-based financial services. Knowledge of securities processing preferred.
 - ◆ Ambitious self-starter with advanced negotiation skills. Creative and tenacious.
 - ◆ Minimum 3 years' experience. Strong interpersonal and communication skills. Team player. Additional languages advantageous.

Relationship Managers London

- THE POSITIONS** Ref: FS60606
- ◆ Develop and maintain strong client relationships within professional service-oriented environment.
 - ◆ Provide highest quality service across full range of securities processing and global custody product range.
 - ◆ Work closely with client services and product management. Continually enhance and improve service provided.
- QUALIFICATIONS**
- ◆ Minimum 2 years' experience in operations, client services or relationship management role. Knowledge of global custody beneficial.
 - ◆ Committed to providing high-quality service at all times. Credible professional.
 - ◆ Superior communication skills combined with initiative and flair. Additional languages an advantage.

Product Management London and Brussels

- THE POSITIONS** Ref: FS60607
- ◆ Based on market requirements, identify new opportunities to enhance continually product range.
 - ◆ Working closely with Technology, Operations and other areas of the Bank, lead product development initiatives.
 - ◆ Support sales and relationship management teams with clients as product specialist.
- QUALIFICATIONS**
- ◆ Graduate with minimum 3 years' financial services, product management/marketing experience. Knowledge of securities processing business beneficial.
 - ◆ Superior analysis and communication skills.
 - ◆ Enthusiastic self-starter. Team player.

Please send full cv, stating salary, quoting relevant ref to NB Selection, 10 Arthur Street, London EC4R 9AY

Tel: 0171 623 1520
Fax: 0171 623 1525



Global Markets

Central Banks - Money Market Sales

Deutsche Morgan Grenfell, the investment banking arm of Deutsche Bank, one of the world's largest AAA rated institutions, operates in over 30 countries with over 7000 staff. To achieve our objective of becoming the leading European investment bank and one of the top Investment Banks in the world, we must attract and develop the very best people.

We currently seek a third person to join our rapidly expanding central bank sales team. Candidates should have a minimum of 3 - 4 years experience in a range of Treasury Products -

particularly Deposits, FRA's, IRS's and Short-Term Paper Markets. A second European Language would be an advantage.

Suitable candidates must be motivated and goal orientated with strong communication skills and should be SFA Registered. Although a good academic background is preferred previous performance and team fit are the key criteria.

This position comes with an attractive salary and full banking benefits.

For further information, in complete confidence, please contact James Anderson on 0171 972 0150 or fax on 0171 972 0152 alternatively write to him enclosing a detailed Curriculum Vitae at Michelangelo Associates, 2 Austin Friars, London, EC2N 2HE.

London June 1996

All Direct Responses Will Be Forwarded To Michelangelo Associates.

Deutsche Morgan Grenfell



QUANTITATIVE ANALYST

London

Fixed Income

Attractive + benefits

Sumitomo Finance International plc (SFI) is an investment banking subsidiary of the Sumitomo Bank Ltd, Japan, rated one of the world's largest banks in absolute capital terms with assets totalling US \$500 billion. The last 12 months have seen a rapid expansion across the securities markets with the establishment of new trading teams globally.

SFI is now looking to expand its Fixed Income Research team in London by appointing a Quantitative Analyst. Reporting to the Chief Economist, the Quantitative Analyst will provide market orientated analysis and develop specific strategies both for internal use and for SFI's clients.

Responsibilities will include:

- ◆ Applying quantitative techniques to the Department's existing bond and currency analysis.
- ◆ Identifying value across yield curves and markets.

Developing fixed income portfolio strategies. This will involve close contact with trading and sales operations and exposure to other areas of SFI's business.

Candidates should ideally have a relevant post graduate qualification with a minimum of two years' quantitative analysis experience in a commercially-driven fixed income environment. Candidates must also be self motivated, results orientated and enjoy working closely with a dynamic team. This is a superb opportunity for an ambitious individual to help develop the research output of a growing securities house.

Please apply in confidence, enclosing a detailed CV and including current remuneration, to: Jackie Bachinski, Human Resources Manager, SFI plc, Temple Court, 11 Queen Victoria Street, London EC4N 4UQ.

Sumitomo Finance International plc

A new opportunity for you. Identifying new opportunities. International Development Manager Edinburgh

To maintain its position as Europe's leading mutual life assurance company, Standard Life must be constantly alert to new opportunities. We're ambitious to diversify, to acquire existing businesses and to enter into partnerships with other companies - particularly in the international arena.

We're now looking for an additional manager to join a small team which identifies and investigates business opportunities, principally in the Far East, but worldwide opportunities exist, and, where appropriate, takes them through to purchase and integration. Although directed by the General Manager Overseas Operations and supported by experts from across the Standard Life organisation, you will carry out much of your own research and negotiations, often meeting with senior representatives from target companies, sectors or countries. You must therefore be an effective sales person and company ambassador as well as an effective analyst and researcher. Pressure of work can be intense in the run-up to live mergers and acquisitions.

Qualified to degree level, with a background in financial services, a familiarity with corporate finance, understanding of legal or accounting work and knowledge of a second language or a different culture would all be useful. Self-motivated, decisive and able to take calculated risks, you will also have the ability to develop your own career in this highly influential department. Prospects for progress are excellent.

You'll receive a competitive salary together with an excellent range of benefits including house purchase loan scheme, non-contributory pension and private medical cover.

To apply please write with full career and salary details quoting ref: 1572FT to John R James, Recruitment Consultant, Standard Life Assurance Company, 40-42 George Street, Edinburgh EH2 2LE.

Closing date for applications is 5th July 1996. If successful, you will be invited to a selection day on 11th July in Edinburgh.



STANDARD LIFE

France • Germany • Hong Kong • Ireland • Italy • Japan



DePfa-Bank Europe plc

MONEY MARKETS SPECIALIST

International Financial Services Centre - Dublin

DePfa-Bank Europe plc is a wholly-owned subsidiary of Deutsche Pfandbrief- und Hypothekbank AG, Germany's largest private mortgage bank. Based in the International Financial Services Centre, the Dublin operation is a fully licensed Irish bank and currently has assets in excess of DM10 billion. DePfa-Bank Europe plc has become a major force in the growing pan-European sovereign and sub-sovereign public sector lending market and is making this appointment as part of the ongoing development of its treasury and corporate marketing activities.

The role

- ◆ to cover corporate and institutional clients for a variety of instruments, including deposits and schuldchein
- ◆ as part of co-ordinated sales and marketing initiatives, to help expand the client base throughout Europe
- ◆ to support and develop further important, existing institutional relationships
- ◆ to meet with and organise presentations to prospective clients and investors, involving considerable European travel.

The person

- ◆ minimum of 2-3 years' experience in dealing from a money market desk with a significant banking organisation
- ◆ some exposure to institutional client management and corporate marketing
- ◆ involvement in product in product development and research
- ◆ good working knowledge of German and excellent communication skills
- ◆ highly motivated, innovative and a committed team player.

This is an ideal opportunity for a money markets professional to join a prestigious European banking organisation in a broadly-based role. The remuneration package will fully reflect the importance of this role. Enquiries may be directed to Tom Yeaton at PA Consulting Group, 10/12 Lansdowne Road, Ballsbridge, Dublin 4, Ireland. Telephone: 00-3531-668 4346. Facsimile: 00-3531 668 1771. E-mail: tom.yeaton@ps-consulting.com. Interest in this appointment will be treated in strictest confidence.

Recruitment • Human Resources
Change Management



Quality • Marketing • Strategy
Performance Improvement

Australia • Belgium • Denmark • Finland • France • Germany • Hong Kong • Ireland • Italy • Japan • Korea • Luxembourg • Netherlands • Norway • Singapore • Spain • Sweden • Switzerland • Taiwan • Thailand • USA • UK

Trainee Marketing & Sales

English native speaker with fluent German

Immediate vacancy in a German company, a very well known manufacturer of aluminium profiles. The products are well established on the market. Besides the standard range of products, specific solutions are developed at the request of clients.

The Trainee will get an additional training on the job by working in various departments. After completion of the intensive training programme she/he will have the opportunity to support the Managing Director in all of his administrative, sales, marketing and strategic functions. Her/his duties may be outlined as follows:

- Sales assistance;
- Marketing assistance;
- Reporting;
- Mergers & Acquisitions assistance;
- Strategic and operative planning;
- Investment planning.

The successful candidate should be an English native speaker with fluent German. We expect very effective use of these languages and initiative. The Trainee will have the liberty to introduce her/his own ideas into her/his work.

We are looking for a male or female graduate or postgraduate (Best-class Honours Degree), specialising in marketing or sales with at least two years working experience.

VON POSCHINGER
Unternehmensberatung GmbH
Grenzstrasse 65 • 40215 Düsseldorf
Tel.: 02 11 38 44 93-0 • Fax: -20

FUND MANAGER

LATIN AMERICAN EQUITIES

Permanent position **Salary + Bonus**
Montréal **+ Benefits**
+ Relocation Assistance

The Caisse de dépôt et placement du Québec manages assets totalling US\$37 billion, including the largest equity portfolio in Canada.

Reporting directly to the Vice-President-International Stock Markets, the Fund Manager will be responsible for managing an in-house Latin American equity portfolio. The successful candidate shall possess a university degree, preferably in Finance, with a minimum of three years' experience as an institutional fund manager of Latin American equities, and shall demonstrate strong analytical skills. This position requires proficiency in English, and the work environment, communication skills in French which may be acquired within a reasonable period after hiring.

Applicants interested in taking up this challenge should forward their CV in confidence to: Human Resources, CAISSE DE DÉPÔT ET PLACEMENT DU QUÉBEC, 1981, avenue McGill College, Montréal (Québec) Canada H3A 3C7.

We offer equal employment opportunities.

Morgan Chase Europe Ltd.

PROJECT FINANCE LONDON

STRUCTURED FINANCE London and Singapore

Leading London based Bank is looking for 4 individuals or conceivably a team; from senior analyst through to Director level, with proven big ticket structuring and technical ability to advise its high level client base.

Candidates should be highly energetic, preferably with a good degree and a proven track record of marketing and negotiating at a senior level.

A background of credible relationship building, especially in the Power and Telecommunications sectors and a good knowledge of current financing initiatives would be advantageous.

Salaries between £45,000 and £105,000 plus substantial bonus opportunity and banking benefits.

Interested candidates should write including a full curriculum vitae to: Bill Vernon or Matthew Winfield, Morgan Chase Europe Ltd., 54 Grosvenor Street, London W1X 9PL
Telephone: 0171 629 5444 Fax: 0171 629 7445 e-mail: morgan.chase@mc.org.uk

LONDON • MOSCOW • HONG KONG

Full Charge Accountant/Controller

The Asian Crossroads Loan Company ("ACLC"), a subsidiary of the Central Asian-American Enterprise Fund seeks "hands-on" Accountant/Controller.

ACLC extends small business loans in countries of Central Asia and seeks Accountant/Controller experienced in banking/financial institution record keeping. Incumbent will reside in Uzbekistan with substantial travel to other countries in the region.

Ideal candidate will be fluent in Russian and have several years of progressively responsible experience in hands-on bookkeeping, accounting, Accounts Receivable/Payable, loan income/payment processing, and PC LAN based accounting systems. Strong MS Word/Excel experience required.

This is single incumbent, hands-on position offering significant experience/responsibility for right individual. Significant growth and learning potential for enthusiastic, hard working individual. Minimum 18-24 month commitment required. CAAEF offers a comprehensive salary/benefits package but does not include spouse or dependent allowances.

Interviews to be held in late July. Resumes can be faxed to ACLC at US Area Code 703, fax number 560-7531.

JAPANESE EQUITY SALES

London

Our client is a major international securities house with a long standing reputation for top rated research on Japanese equities.

An exciting opportunity exists for a successful individual to strengthen their well established sales team in London. You will be a highly motivated team player with a proven track record selling Japanese equities to a broad UK or European institutional client base.

For an initial discussion in confidence, please contact us quoting ref 5425 at 20 Cowley Lane, London EC4R 3TE. Telephone 0171-236 7397 or fax us on 0171-489 1138, or E-mail swangjane@stephens-ck.parsnet.co.uk

STEPHENS SELECTION

STEPHENS
A Whitehead Mann Group PLC company

CURRENCY OPTIONS BROKER

Currency Options Brokerage firm seeks individual to start up a second generation (exotic) currency options desk in Singapore. Desk will link existing NY and London operations.

Ideal candidate should have minimum 2 years' experience brokering, sales, or trading in options. Knowledge of the exotic option product is strongly desired.

Write to Box A5892, Financial Times,
One Southwark bridge, London SE1 9HL

Commodity Trader

London

£ negotiable

Our client, an expanding international Commodity House, is looking for a trader with a specialist knowledge of trading with the CIS in either the bulk solids or Metals markets.

With a minimum of five years' experience, you must have extensive contacts within your particular field, a comprehensive understanding of the relevant logistical requirements and a thorough appreciation of the risk management issues inherent in this business.

Based in London, you must be able to travel extensively as required and have, ideally, fluency in Russian.

A genuine career opportunity for a motivated and ambitious self-starter to join a financially sound and professional organisation.

For further information, please contact
Tish Collins.

EXCHANGE
Consulting Group

13 St Swithin's Lane, London EC4N 6AL
Tel: 0171 929 2383. Fax: 0171 929 2805

ACCOUNTANCY APPOINTMENTS

GROUP FINANCE DIRECTOR

MAJOR UK BASED INTERNATIONAL GROUP

MIDLANDS **£120,000 TO £140,000 + BONUS + BENEFITS**

- Highly autonomous, profitable, £1.5 billion UK-based Group, with plans for growth both in UK and internationally.
- Recently undergone substantial cost-reduction exercise and restructuring of the business including strengthening senior management.
- Working closely with CEO, challenges include continuing cost control initiative, developing a commercially driven finance function as well as enhancing financial reporting and risk management controls.
- Graduate, qualified accountant, with proven track record at a senior level in a substantial industrial group. Experience of international project management is highly relevant.
- Stature and credibility to operate at Board level and develop effective business relationships with US parent and external advisers.
- Powerful intellect, excellent team-building ability and creative approach to problem solving.

Please apply in writing quoting reference 1170 with full career and salary details to:
James Thorne
Whitehead Selection Limited
4 The Courtyard, 707 Warwick Road
Southall B91 3DA. Tel: 0121 709 0909
http://www.gbnet.co.uk/whitehead

Whitehead SELECTION
A Whitehead Mann Group PLC company

FINANCE DIRECTOR

ENTREPRENEURIAL OPPORTUNITY

BRISTOL AREA **c. £50,000 + EQUITY + BONUS + BENEFITS**

- Established UK consumer goods manufacturer, heavily export orientated, with licensed retail stores in the Pacific Rim, Middle East, Europe and Americas.
- The company has undertaken a public offering and is therefore well funded. This positions the business for accelerated retail expansion along with strengthening of its manufacturing capability and senior management team.
- The Finance Director will exercise tight financial controls and develop dynamic costing, budgeting and planning which actively supports decision making. The broadly based role will include treasury management, banking relationships, UK/US statutory reporting and company secretarial responsibilities.
- Commercially-minded qualified accountant, most likely aged mid-30's, with a distinct entrepreneurial streak. Ideal background would embrace the consumer products sector and preferably a US public company.
- More important than specific experience are personal qualities, which include commitment, professionalism, an analytical approach and the ability to cope with long periods when the Chairman and Managing Director are overseas.
- This is a rare opportunity to influence the direction of a business with a very distinct brand and ambitious international plans. The successful candidate will be offered significant equity participation.

Please apply in writing quoting reference 1177 with full career and salary details to:
Nigel Bates
Whitehead Selection Limited
11 Hill Street, London W1X 9BB
Tel: 0171 290 2045
http://www.gbnet.co.uk/whitehead

Whitehead SELECTION
A Whitehead Mann Group PLC company

Bank of Cyprus (London) Ltd

Head of Internal Audit Central London

Bank of Cyprus (London) Limited is the UK banking arm of the Bank of Cyprus Group, the premier banking and financial institution of Cyprus. Employing more than 180 people across eight locations in the UK, it has an impressive growth record and is consistently ranked amongst the most profitable foreign-owned banks in the UK.

Reporting to the General Manager and the Audit Committee of the Board, the Head of Internal Audit will be responsible for the full internal audit strategy which is based upon a risk oriented review of controls. Leading a small team of highly motivated graduate assistants, the incumbent will also seek improvements in efficiency and the achievement of value for money.

To be considered for this high profile position candidates must be qualified chartered accountants, either working in the audit function of a quality commercial environment or managing audits within a leading professional firm. Financial services experience, together with good systems knowledge, are both desirable. A knowledge of Greek would be an advantage.

This is a first class opportunity to contribute immediately at a senior level, with real opportunities for career development into an operations or specialist banking role in the future.

In addition there is a comprehensive remuneration package, which includes a competitive salary, profit share, non-contributory pension and company car.

Please send your curriculum vitae, with current salary details and an explanation of how you meet these requirements, to Sarah Orwin, Ernst & Young Management Resourcing, Rolls House, 7 Rolls Buildings, Fetter Lane, London ECA 1NH, quoting reference 50740.

ERNST & YOUNG
The United Kingdom firm of Ernst & Young is a member of Ernst & Young International

International Tax Specialist

Zurich

Swiss Re

Swiss Re is a leading reinsurer in the world in terms of its financial strength, expertise and excellent client relationships. The Company was founded in 1863 and, today, currently employs approximately 7,000 people in over 25 different countries.

We are looking to recruit an International Tax Specialist who will be responsible for setting up a professional tax service based at our Head Office in Zurich. Working as part of a small team, your goal will be to optimise the worldwide tax position of Swiss Re through effective tax planning. You will also be required to deal with any direct or indirect taxation problems that may occur within Swiss Re Group companies.

To be successful you will have at least 5 years' experience in international taxation law and a thorough knowledge of Swiss national taxation legislation. You should also possess the ability to structure, plan and implement tax projects. Ideally, you should be of German mother tongue and also possess excellent English language skills. You will also need to be able to demonstrate good verbal and written communication skills, and be able to work under pressure. In order to fulfil your duties you must be prepared to undertake a certain amount of foreign travel.

You should possess a degree in either business studies or law, together with a relevant professional taxation qualification.

A competitive Swiss salary is offered, with a comprehensive benefits package. As this position is based in Zurich, we are only seeking applicants who are interested in residing in Switzerland for at least five years.

To apply, please send your CV, stating your current salary to: Susan Shuder, Human Resources Department, Swiss Reinsurance Company, Mythenquai 50/60, CH-8022 Zurich, Switzerland.

E-mail GBSRUHG@IBMMMAIL
Closing date: 1 August 1996.

Les Echos

Le Quotidien de l'Economie

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone:
Robert Hunt on +44 0171 873 4095

APPOINTMENTS WANTED

INT'L AUDIT MANAGER

Heavyweight audit professional with a proven track record & many years varied world leaders experience (banking, service & airline industries).
Swiss & Brit (45), working German & French.
Phone 0041 (0) 77 782193 anytime.

Coopers & Lybrand Executive Resourcing

Finance Director

NORTH WEST c.£55K + CAR

This long-established and privately-owned shipping group continues to be an acknowledged market leader in its chosen sector of merchant shipping at a time when the global industry is experiencing significant change. In addition to both owning and chartering vessels, the group has a number of subsidiaries engaged in related maritime activities.

Reporting directly to the Chairman and a member of the small main board, you will have responsibility for all financial and information technology matters in the group and will head a function of some 30 staff. As well as your operational brief, you can expect a wide strategic and commercial involvement in the business and you will sit on the boards of a number of the subsidiaries. It is unusual for this organisation to appoint externally at this level and significant benefits are anticipated from the fresh thinking you will bring to the senior teams.

A graduate accountant, likely to be in your 40s, you will have enjoyed considerable success in wide-ranging financial management. Although specific sector experience is not required, you will have had responsibility for treasury matters and managed relationships with bankers and investors. Demonstrable commercial awareness and business systems literacy are also prerequisites and you should have the drive, enthusiasm and influence to quickly make an impact.

Please send full personal and career details, including current remuneration and daytime telephone number, in confidence to Peter Jones, Coopers & Lybrand Executive Resourcing Ltd, Abchurch Lane, 6 Minshull Street, Manchester M1 3ED, quoting reference F232 on both envelope and letter.

Group Financial Controller

Manufacturing

c.£50,000 + Bonus, Car & Options **London**

Strategic appointment at the heart of a market-leading UK plc with ambitious international agenda.

THE COMPANY

- Highly productive, £65m turnover manufacturer with operations in Europe, North America, Australasia and Pacific Rim.
- Growing and profitable. Lean, non-bureaucratic with small, dynamic, cohesive corporate team.
- Market leader in core products. Acquisitive, tightly financially controlled, co-ordinated global approach.

THE POSITION

- Responsible for all group accounting, consolidations and multicurrency cash management. Report to Group Finance Director, member of executive team.
- Manage audit process. Provide support to acquisition investigations. Ad hoc business projects.

- Maintain group accounting standards. Provide taxation advice, develop integrated systems strategy. Close liaison with subsidiaries.

QUALIFICATIONS

- Graduate Chartered Accountant, ideally "Big Six" trained. Probably 5-10 years' PQE.
- Manufacturing industry experience preferred.
- Exposure to sophisticated financial control in major, multicurrency group. Willing to travel.
- Energetic, flexible and tenacious. Mature and able to meet demanding deadlines. Enquiring, challenging and committed. German language skills an advantage.

Please send full cv, stating salary, ref LG66008, to NBS, 34 Jermyn Street, London SW1Y 4LX

NBS SELECTION LTD
NBS Resourcing plc company

NBS

London 0171 493 6392
Aberdeen • Birmingham • Bristol • City
Edinburgh • Glasgow • Leeds • London
Manchester • Slough • Madrid • Paris

SIEMENS

Siemens is recognised as being one of the largest, most prestigious and innovative electrical and electronic engineering manufacturers in the world. In the UK alone, the business ranges from Power Generation to Healthcare, from Semi-conductors to Information Systems and from Automotive Products to Lighting. The company is aggressively pursuing a strategy of strong growth through a programme of organic and acquisitive expansion with turnover over £1.5 billion in the UK.

Head of Internal Audit

Bracknell/Manchester
to £50,000 + Car + Bonus

This vacancy has occurred following an internal promotion. Reporting to the Director of Finance and working at the most senior levels within the operating divisions, the prime function of this position is to provide an effective independent review of each business' strategy, operations and day-to-day activities. The audit team are responsible for far more than simply compliance issues and the Head of Audit must be capable of understanding the specifics of a business quickly in order to deliver an incisive appraisal of areas such as the strategic plan, threats and opportunities facing the company, management strengths and development areas and so on. It is critical that the successful candidate has the credibility and commercial understanding necessary to influence senior managers across all the businesses.

Candidates are likely to be qualified accountants, aged 30-45 and from one of three backgrounds - an internal audit department of a multi-national organisation, a broad commercial role in a blue-chip company or a Senior Manager within the profession. Most importantly, they must have the ability and desire to progress their career beyond audit into a divisional Financial Directorship or operational role.

Interested candidates should write, enclosing a full CV, daytime telephone number and details of current remuneration, quoting reference number 294958 to Dan Chavasse at Michael Page Finance, First Floor, 40-42 High Street, Maidenhead, Berkshire SL6 1QE.

Chief Financial Officer

BASED IN POLAND

THE COMPANY

Our client is a market leader in international trading and financial services, it is quoted on the London Stock Exchange, and operates in more than 50 countries, employing over three thousand people. Their core activities include sourcing, supplying and processing a variety of agricultural products globally. They already have a significant presence in Poland, and have made a strategic decision to increase their Polish activities in order to expand their European base, resulting in the recent acquisition of a new processing plant. The business is run as an autonomous operating unit, and significant expansion is planned in the near future. Our client benefits from a long established reputation with customers and suppliers, and this venture is a natural extension of their activities.

THE ROLE

As a key member of the management team you will have responsibility for the management of the business, and will be responsible for the implementation of strict financial controls, implementation of the company's strategy and the development of the business in Poland. You will also be responsible for the development and training of a successful team of staff in Poland.

THE PERSON

This position requires an individual with a strong commercial outlook who is able to add immediate value to the business. It would be advantageous if you are currently working as a Senior Financial Officer within a commercial company in Poland, possess a good knowledge of PCs, and are a qualified accountant or equivalent. The successful candidate will speak fluent Polish and English.

A generous remuneration package is offered which reflects the status of this position and includes a performance related bonus. In addition there are excellent career prospects within the group's global businesses.

Please send a full resume with covering letter quoting ref 3006 to:
8 Alice Court, 116 Putney Bridge Road, London SW15 2NQ, UK. Tel: +44 (0) 181 874 2744.
Fax: +44 (0) 181 871 2211
All applications will be treated in the strictest confidence.

ANTAL INTERNATIONAL
"Serving New Europe"

Manager - Internal Audit

An international role in natural resources

Package to £50,000 **London base**

For an experienced auditor, this is an exceptional opportunity to join a highly successful international natural resources group with operations and joint ventures on a global scale.

Operating out of London, you will assist the Chief Internal Auditor of Minorco in the effective implementation of internal audit programmes throughout the Company. Specifically, you will be responsible for the planning and execution of internal audits within our mining and mineral companies in North America and Europe, a task which will require your active participation in the detailed audit work involved.

You could also be called upon to assist or carry out audits in some of the Company's other interests around the world.

In addition to an ACA, ACMA or ACCA, you should have at least five years' post-qualification experience, together with a strong audit background preferably gained within the internal audit function of a large multi-national company. "Big 6" experience will be considered and line accounting expertise would be advantageous. Knowledge of the accounting practices relating to extractive industries is also important and you will need a thorough grasp of internal control principles.

An articulate and highly capable communicator, you must have the personal presence necessary to influence people at all levels of seniority within the organisation. A knowledge of German is desirable, and you must be prepared to undertake significant travel within North America and Europe.

The attractive salary will be supported by the benefits expected of a leading international company.

Please write, in confidence, with full career details to the HR Consultant,
Minorco Services (UK) Ltd, 40 Holborn Viaduct, London EC1N 2PQ.

MINORCO

KPMG

Finance Director

National Botanic Garden of Wales c. £50,000 + car

A financial brain, but a commercial mind. A not uncommon mix in recent generations of accountants who find their position increasingly at the sharp end of business - and precisely what we need to pioneer one of the most unusual, demanding, and undoubtedly personally satisfying ventures of the decade.

Backed by Millennium funding, our client is creating the first new botanic garden this century. As well as being a public attraction of some magnitude, the garden will be a scientific centre of international standing - undertaking advanced research in the areas of conservation and plant biology.

For the small management team who we tasked with creating the garden, the achievement will be a lasting legacy to their professional talents and personal imagination.

Working closely with the Director of the Garden, your territory will embrace all commercial, financial and management accounting procedures, information technology and administrative matters for the initial phase of construction, due to be completed in 1998. Thereafter, the emphasis will be on the commercial development of the garden, by providing strategic advice and commercial insight to line managers.

You will have handled projects of a high value, possibly including direct experience of construction. You know what it means to take tough commercial decisions in a challenging business environment and know the difference between managing and leading with suppliers/contractors. We're keeping an open mind on the nature of your commercial background, but clearly there are obvious parallels with aspects of the leisure industry, events venues, construction/buildings management and tourism.

In particular, your IT skills/knowledge must be recent and include specifying and installing accounts/MIS systems.

A robust personal style should not hide your integrity, maturity and vision that makes you an excellent bridge to institutional and commercial fund providers, scientists and a host of other parties deeply interested in the success of the venture. Someone who gives their full personal energy to a task, we need an individual ready to offer a long term commitment to the project.

To apply, please send your CV to Mavis World or Chris Beer, KPMG Selection & Search, Marlborough House, Fitzalan Court, Cardiff, CF2 1TG. Tel: 0117 946 4000. Fax: 0117 946 4041.

KPMG Selection & Search

SENIOR FINANCIAL ANALYST

Malaysia Based **Highly Competitive Package**

Our client is one of the world's leading energy organisations, with an outstanding growth record within the Asia-Pacific region. This success has created a requirement for additional high calibre financial individuals to drive the business forward.

Joining a proactive team, you will evaluate and assess the financial viability of major capital projects. Your performance will play a key role in the success of the region. Main duties to comprise:

- Development of sophisticated financial models to assess project viability
- Assisting in the project management of defined acquisitions from identification through to financial close
- Appraisal and evaluation of project risks
- Provision of financial advice to senior management

Candidates should be qualified accountants or MBAs and possess a minimum of three years experience in an analytical financial role, allied with strong PC skills. A hands-on approach is crucial, as is the ability to keep an eye for detail yet maintain an overall perspective. Knowledge of the energy sector would be an advantage, but is not essential. In addition, excellent communication skills, combined with a confident and credible manner will be necessary to handle the many inter-relationships at senior level, both internal and external to the organisation.

To discuss this opportunity in total confidence, please contact Julie Thompson on +44 (0) 171 405 4161. Alternatively, send your CV to her at the address below. Interviews will be held in Kuala Lumpur, Singapore and London.

FMS, 5 Beams Buildings,
Chancery Lane, London EC4A 3DF.
Tel: +44 (0) 171 405 4161. Fax: +44 (0) 171 430 1140.
Email: 1000213034@compuserve.com
We have offices in London,
Birmingham, Manchester and Leeds.

fms
SPECIALIST FINANCE RECRUITMENT
THE FMS GROUP

Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday

For further information please call:

Andrew Skarzynski
+44 0171 873 4054

Toby Finden-Crofts
+44 0171 873 3456

GROUP ACCOUNTANT - WITH SPARK!

City **£30,000 plus profit share**

My client is an established, highly respected and profitable private group of insurance and reinsurance broking companies.

Its structure is continually evolving requiring its accountants to be more than just accountants. Regular liaison with subsidiary company managing directors is called for to agree matters such as group charges, cash requirements and profit related pay calculations as well as the more normal requirements of management accounts, taxation, VAT and statutory accounting for its main London based subsidiaries.

An academically and professionally well qualified accountant is required to fulfil this role. It would suit someone making their first or second post qualifying move. Some knowledge of the workings of the insurance broking industry and of Lloyd's is highly desirable. It is envisaged that additional responsibilities will attach to this position in due course.

If this opportunity may interest you please send a full CV to Douglas G Mizon, FCA, FIMC at Mizon Executive, PO Box 51, Hatfield, Herts. AL9 7BJ.

MIZON EXECUTIVE

Handwritten signature in Arabic script.

FINANCE PROFESSIONALS AMSTERDAM-THE NETHERLANDS

Our client is the European Head office of a US multinational, one of the major players in the logistics service industry, with operations in the United States, Canada, Mexico and throughout Europe. As a result of strong expansion of the European operations, they have an immediate need for top notch finance professionals for the centralised European finance department. The positions offer a high degree of responsibility and exposure to executive management. Career development opportunities are excellent for high calibre candidates.

We would like to hear from business-orientated finance professionals who can demonstrate substantial experience in the following areas:

ACQUISITION ANALYST

- financial analysis and modelling of acquisition targets
- preparation of pro-forma financial statements
- preparation of management presentations to Board of Directors
- ad hoc acquisition related analysis
- due diligence

reporting to the European Manager Financial Planning & Analysis
To have gained at least 4 years relevant finance experience from one of the Big Six and/or international companies. To be a qualified Accountant (CPA/ACA/RA), with acquisition analytical experience.

MANAGER GENERAL ACCOUNTING

- management of the multinational accounting operation
- supervision of 12 staff
- implementation/consolidation of new acquisitions
- reporting and optimising management information
- multi currency accounting of six regions
- fleet accounting
- statutory accounting

reporting to the European Controller
To have gained at least 4/6 years (managerial) finance experience from one of the Big Six and/or international companies. To be a qualified Accountant (CPA/ACA/RA), computer literate with preferably US GAAP knowledge.

The ideal candidates should have an excellent working knowledge in English; a second European language is desirable. Excellent oral and written communication skills are essential. Key characteristics are: drive for results, self-starter, pro-active and strong analytical skills.

To express your interest in these opportunities, please send or fax or E-mail your updated curriculum vitae to Elisabeth M.M. Huijgen, Robert Walters Associates, 'Riviersteene', Amsteldijk 166, 1079 LE Amsterdam, The Netherlands. Tel: 00-31-20-644 4655, E-mail: elisabeth.huijgen@robertwalters.com or Fax: 00-31-20-642 9005.

ROBERT WALTERS ASSOCIATES



L O N D O N W I N D S O R N E W Y O R K A M S T E R D A M B R U S S E L S S Y D N E Y W E L L I N G T O N

EUROPEAN CONTROLLER

Dynamic Growth Environment
Berkshire
c.£40,000, car

Our client is a major force in its industry and as a result of its unique approach has enjoyed rapid growth to date. As part of aggressive plans this exciting but challenging role has arisen.

Reporting to the European Finance Director you will:

- Be responsible for the month-end close and all aspects of year-end statutory reporting
- Review local statutory requirements throughout the European operating companies
- Ensure that the Finance area and its staff are developed to support the company's expansion
- Develop and control multi-currency cashflow management, an essential area for future European growth

To respond to the demands of this environment and its growth plans you must demonstrate stamina, flexibility and constant drive. You will be a Qualified Accountant with a high level of technical knowledge and previous experience of external reporting. You must be able to apply your skills in a fast-moving, commercial environment and have the enquiring mind necessary to uncover the financial issues which will undoubtedly arise from the company's growth.

An ability to think quickly and respond decisively is essential. Good leadership skills are vital as is the commercial credibility to influence peer group and senior management.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: HKW/A474/FT.

Hoggett Bowers
EXECUTIVE SEARCH & SELECTION



FINANCIAL CONTROLLER

FMCG Market Leader
Lisbon
Attractive package, car, bonus

Our client, the European division within a major multi-national plc, is a market leader in its area of high profile branded goods.

A new Financial Controller, reporting to the local Managing Director but with a strong dotted line to the UK, is now required to rapidly develop the Finance function in the Portuguese operating company (turnover c.£30 million). Specifically you will:

- Establish and develop a strong financial control environment
- Contribute positively to the commercial development of the business, which has considerable potential
- Seek and implement positive improvements to both current practices and proposed actions
- Enhance all aspects of reporting for Group and internal management purposes as well as for local statutory requirements

You will be a qualified Accountant with a strong technical background, an attention to detail and well-developed strategic vision. You must be able to drive through necessary developments via your personal credibility and strong influencing skills.

Previous experience of managing change within a fast-moving international Group is essential. You must be able to identify and communicate the needs of the Portuguese operation in wider European developments. Ideally you should be able to operate with equal ease in both Portuguese and English and have knowledge of local Portuguese accounting issues. Essentially you must have worked in at least two European countries and have a second European language.

Success in this role will lead to exciting opportunities within the Group.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: HKW/4495/FT.

Hoggett Bowers
EXECUTIVE SEARCH & SELECTION



To £50,000 + bonus + benefits Industrial Products North West

Finance Director

This c. £200 million division is key within a major international engineering business and is seeking to appoint an energetic and enterprising new Finance Director. The Group is investing heavily to establish itself as a world-class manufacturer of high volume products, the consequence of which is a change programme offering a unique opportunity for a dedicated individual to make a significant impact on the commercial success and profitability of the business. The role will require a practical involvement in the running of the business, along with the rest of the Senior Team.

- THE ROLE**
- Reporting to the Managing Director, a key member of the new board team with specific responsibility for supplying a comprehensive professional financial service.
 - Introduce an integrated and disciplined approach to the reporting of divisional performance and provide effective management information to facilitate business tracking and decision-making.
 - Input positively to the restructuring of the organisation and its information systems. Act as a primary interface in the communication of business progress to senior group management and shareholders.
- THE QUALIFICATIONS**
- Aged 35+, a qualified accountant with technical excellence gained from working for a blue-chip, multi-site manufacturing organisation serving competitive markets where product costing and profitability are critical.
 - Experience of positive turnaround situations where the introduction of new IT-based systems has been a key feature. Commercial skills to contribute strategically to the development of the business as a whole.
 - Stature and leadership to build and mentor a strong team. A champion of sustainable change, with resolve, drive and ambition.

Leeds 0113 2307774
London 0171 493 1238
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please apply with full details to:
Selector Europe, Inc. 211000004,
Allington Court, Grosvenor Gardens Place,
Royal Bank, Manchester M2 2BQ

To £80,000 + benefits + equity International Engineering Distribution East Midlands

Group Finance Director

A rare opportunity for a pragmatic, commercially minded financial director to join this newly created global, profitable and growing £100 million turnover business which is shortly to be floated. Key tasks will be to prepare for the flotation and thereafter support the Chief Executive in developing further this strongly positioned business by providing the financial framework and controls to support both organic growth and acquisitions.

- THE ROLE**
- Supporting the Chief Executive by implementing and sustaining the financial management, tax and treasury infrastructure to deliver enhanced commitment, innovation and performance across the group and prepare the business for flotation.
 - Creating and leading a group finance function building on existing impressive management information systems to support operations and evaluate corporate development opportunities.
 - Building strong City contacts and ensuring first-class support from all external advisors and investors.
- THE QUALIFICATIONS**
- Ambitious, tough and resourceful graduate calibre accountant with strong financial management, tax and treasury skills gained from a tightly controlled global engineering or industrial distribution business.
 - Resolute and tenacious analyst able to establish appropriate corporate structures and also contribute to strategic planning process.
 - Adept communicator, able to influence and guide functional reports and handle fluently relationships in the City and with shareholders, having had PLC experience at least at the number two level.

Leeds 0113 2307774
London 0171 493 1238
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please apply with full details to:
Selector Europe, Inc. 211000004,
Allington Court, Grosvenor Gardens Place,
Royal Bank, Manchester M2 2BQ

Divisional Controller

High Volume Manufacturing
Northern Home Counties
c.£45,000 + car & comprehensive benefits

Our client is the largest, £50million turnover, division of a British owned manufacturing Group, with plants at various locations in the UK and Europe. The position reporting to the Managing Director is a key one in the Executive and there is a small supporting team.

Candidates will probably be aged in their 30s, but must be qualified, graduate accountants with several years accounting in a relevant high volume manufacturing environment e.g. components, packaging, food, cosmetics or pharmaceuticals. Most importantly, he or she needs a high level of commercial awareness and good interpersonal and communication skills.

The post will be of particular interest to those seeking and capable of making their subsequent career move into general management. The excellent package will include a salary of c.£45,000, fully expensed car, share options, etc. and relocation expenses if appropriate.

Please reply in complete confidence, with a full cv including latest salary details, to David Thompson, Managing Partner, David Thompson Associates, Bacombe Rise, Elm-borough Road, Wexham, Bucks HP22 6EL.

DAVID THOMPSON ASSOCIATES
CONSULTANTS IN EXECUTIVE RECRUITMENT

Finance Director TV / Leisure

London £60,000 + Bens

An unusual and exciting opportunity to join an expanding group in a key role where you will have a major influence on the future development of the business.

The company is a diverse group operating in television production, distribution, and hotels with a turnover of £5m and offices in London and Bristol with a hundred employees. On the television side, the company makes programmes for the main broadcasters, and is considered a leader in its specialist fields.

Responsibilities of the post include:

- Direct commercial involvement in managing TV and leisure divisions.
- Complex contract negotiations.
- appraisal of new business opportunities.
- Budget preparation and forecasts.
- Management of a small accounts team.
- Presentations of financial information to the board.

Candidates should be able to demonstrate:

- a first rate academic background (as well as being a fully qualified accountant)
- at least four years commercial experience
- proven managerial, personnel and negotiation skills
- experience of the industries involved or of similar industries.
- a desire for management as well as financial responsibility.

We're a young dynamic company, and the successful candidate is likely to be aged 30-40. She or he will relish the opportunity to apply their financial expertise to the day to day running of a company as well as planning its future growth.

The closing date for applications is July 9th. Please send your CV to Box A5897, Financial Times, One Southwark Bridge, London SE1 9HL.

Handwritten signature: مكيان العلي

EXECUTIVE CONNECTIONS

Fraud Auditor

London

From £35,000 + Car + Benefits

Our client is one of the world's premier FMCG and retail groups, with a turnover in excess of £6bn. In order to build upon their prominence in the market, a challenging new role has been identified within the group's internal audit team.

Reporting directly to the Group Internal Audit Manager, the position has a remit that covers not only the planning of general audit and fraud investigations, but also the ongoing development of a group strategy to prevent and detect fraudulent activity. More specifically, duties will include:

- Leading teams in the investigation of fraud allegations.
Planning and co-ordinating appropriate audits.
Assisting department managers in the development of fraud detection procedures to be utilised by internal audit staff.
Increasing fraud awareness through the education of managers, audit staff and other key personnel.

To meet the challenges of this role and to achieve the envisaged progression within the group as a whole, you will be a qualified accountant with 3 to 5 years' audit experience and a minimum of 3 years' investigative fraud experience.

The high profile nature of the role calls for exceptional communication skills, coupled with a diplomatic nature and the strength of character to facilitate change where necessary. A second European language would be advantageous as the successful individual would be expected to undertake significant international travel (c40%).

To further your interest in this exceptional career opportunity please forward your CV to our retained consultant Matthew Greenwood at Executive Connections, 43 Eagle Street, London WC1R 4AP. (Fax: 0171 831 4371), E-Mail: response@executive-connections.co.uk

Investment Manager

Glasgow Investment Managers (GIM) manages portfolios for pensions funds, investment trusts and a friendly society. The provision of good investment returns and a personal service to clients has resulted in funds under management doubling in the last year. GIM now wishes to recruit a young investment manager or analyst with about five years experience, principally in UK equities, who is attracted by the freedom, responsibility and fun of being involved in the further development of a small, successful and rapidly growing organisation.

Thomson Partners Search and Selection



Price Waterhouse EXECUTIVE SEARCH & SELECTION

Chief Financial Officer - Europe

c.£65,000 + superb benefits M4 Corridor

About Us

We operate at the forefront of technology providing state of the art solutions and systems to major national and international clients throughout the world. You may never have heard of us, yet we have nearly 20,000 employees in around 500 offices worldwide and revenues of over \$2 billion. Although a major corporation by any standards, we are different. We are owned by our employees and this creates a unique atmosphere providing small company flexibility and spirit, combined with global strength and technological expertise that is second to none.

The Role

As Chief Financial Officer for our European operations, you will oversee the financial strategy and control throughout the region. Based in our European financial headquarters just off the M4 and within easy reach of London, you will head up a very small finance team. The majority of accounting is handled within the subsidiaries and operating divisions and your role will be to ensure corporate standards are maintained. You will also be operating at a strategic level in respect of help and guidance to top management. In addition, you will liaise constantly with the USA and be involved in business development and acquisitions.

About You

You will be a qualified accountant (Chartered or Certified) and are likely to be a graduate. Age is less of an issue, providing you have the necessary energy and dynamism and are still prepared to be hands-on when required. You must have the maturity and stature to deal with executive relationships throughout Europe.

You will have reached a senior level in heading up a finance function. You should have multinational experience (particularly including US reporting and covering France and Germany) and knowledge of US and UK GAAP. You should also have experience of dealing with Banks. Experience of working with sophisticated accounting systems is important, and if you have experience of SAP accounting systems this will be an enormous advantage as will fluency in either German or French.

What next...

Does this sound the sort of role that appeals? If so, please write to our advising consultant, Alannah Hunt, quoting reference AJ1636 with a CV and convince her why you have the qualities and experience to take on this challenging role.

Executive Search & Selection, Price Waterhouse, No 1 London Bridge, London SE1 9QL. Fax: 0171 403 5265. E-Mail: Alannah.Hunt@Europe.notes.pw.com

Hays Accountancy Personnel

CREATIVE CREATIVE LABS

The Company: Creative Labs is the world's leading provider of multimedia hardware and solutions for personal computers. Encompassing sound, graphics, communications and video conferencing products, its famous Sound Blaster technology is acclaimed as the worldwide standard sound platform for PCs.

The Role

Reporting to the financial controller and supervising a dedicated team of three staff, you will be responsible for:

- Management of the UK accounting system and controls, and the production of all financial/management information for senior management
Preparation of budgets and annual plans for the UK operation, monitoring performance and recommending action where appropriate
Provision of sound commercial advice in a rapidly changing environment
Continuous development of customer relationships to ensure credit management is proactive and cashflows maximised

The Appointee

You will be a qualified accountant with a minimum of five years' commercial experience, preferably in a fast-moving environment. Experienced in managing a finance and administration team and integrating a finance function into the wider sales and marketing operation. Possessing a strong customer focus, you will have the ability to think beyond the financial arena and give positive input into the commercial direction of the company.



To apply, write enclosing your cv and current salary details to our Recruitment Advisor, Iain O'Dair at Hays Accountancy Personnel, 43 West Street, Reading, Berkshire RG1 1AT. Tel: 01734 591751; fax: 01734 505914. This position is being handled exclusively by Hays Accountancy Personnel, any direct applications will be forwarded to them.

UK Finance Manager

Berkshire

to £40,000 Package + Benefits

Finance Director Designate

c.£35K + Car North West Kent

Our client is a successful growing family business of £1m turnover in the garden centre sector. The company is now looking to appoint a Finance Director Designate to assume full responsibility for its financial and management accounting activities. Career prospects are excellent and the successful candidate can expect an early appointment to the board.

- The Role: Reporting to and working closely with the MD, Supervisor of a small accounting team in producing accurate and timely management information, Development and implementation of strong financial controls and management information systems, Production of summary financial statements and liaison with the auditors, Effective financial planning, budgetary control and forecasting, Evaluation of strategic business related to possible future acquisitions and the growth of the business.
The Requirements: A qualified accountant probably aged 30-40, A 'hands-on' professional with network IT experience and knowledge, and the technical ability to develop and implement systems as required, A high level of communication and interpersonal skills with the ability to manage and motivate staff, Ability to contribute to the broader aspects of the business.

Please reply in writing enclosing a full cv with current salary details to Patricia Marshall at the address below.

Expert advisers to growing businesses

IBDO

NORTHWOOD HOUSE, 44 TREWEN ROAD, BRIDLE, ROYAL HILL, WIMBORNE, Dorset BH21 5RN. IBDO 51ay Hayward Chartered Accountants

FINANCE DIRECTOR AND SECRETARY

£50,000 + benefits

London

The Engineering Council is the national co-ordinating body for the engineering profession, advancing educational initiatives and promoting the science and practice of engineering for the public benefit. The current Finance Director and Secretary is retiring later this year and a new Director is now sought to direct and control the Secretary's Directorate, with an annual budget of c.£2.4 million.

The Position

- Report to the Director General.
Act personally as Secretary to the Engineering Council Senate, Executive Board, Finance and Audit and Election Committees.
Maintain the Council Register of Engineers and Technicians.
Manage the finance function and be responsible for comprehensive, accurate and timely management/financial accounting and budgetary information.
Supervise the management services section including personnel and facilities management.

The Requirements

- Broad experience in financial management and company administration.
A recognised accounting or Chartered Secretary qualification would be highly desirable.
First-class written and oral communication skills.
Effective management skills to organise priorities and resources to meet the aims and objectives of the Council.
Integrity, loyalty, a positive personality and a commitment to engineering.

Please send your CV with current salary details to: Geoffrey Mather, K/F Associates, 252 Regent Street,

London W1R 6HL, quoting ref: 90949C. Alternatively send by fax on 0171 312 0020 or e-mail to cv@kfaeurope.com

Internet Home Page: http://www.kfaeurope.com/kfaeurope/

K/F ASSOCIATES

ROBINSONS CAREERS/JOBS INTERNATIONAL

LUSTIG,

daß ein Unternehmen, das immer mit tödlichem Ernst darauf besteht, die Beste zu sein, nie den Bezug zu den angenehmen Seiten des Lebens verliert.

INTERNAL AUDIT SENIOR - FLUENT GERMAN

West London £ competitive

Contrary to popular belief, internal auditing doesn't have to be dull. Our young and dynamic team is responsible for all our operations throughout Europe, Africa and the Middle East.

Think Gillette and you think razors, but the Group includes household names such as Right Guard, Parker, Braun and Oral-B. We can promise you a rich variety of work and within 18 to 24 months a wider business role through a personal development plan.

As a senior, your remit will involve more than leading audit teams. The brief includes proactive departmental involvement and the chance to enhance your broader skills within a Company that believes passionately in providing opportunities for its people.

A recently qualified graduate ACA, fluent in business German and internationally mobile (approximately 30% to 40% of your time will be spent overseas), you are a team player and possess that rarest of commodities...a sense of humour.

If you can work effectively under pressure whilst keeping an open mind, then this is a superb opportunity to join a well respected team, in one of the few, truly global, 'blue chip' organisations.

Financially too, you'll be well rewarded. As well as a competitive salary, the comprehensive benefits package includes a non-contributory pension, opportunity for share ownership, bonus and relocation assistance.

Interested? Then write with full career and salary details to: Claire Barrow, Senior Personnel Officer, Gillette UK Limited, Great West Road, Uxbridge, Middlesex TW7 5NP.



APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Tuesday and in the International edition every Friday. For further information please call:

Tony Pinder-Dyball on +44 0171 673 3456 Andrew Skarzynski on +44 0171 673 4054.

QUARTO TREASURY MANAGER

Successful, quoted international publishing company seeks an ambitious treasury professional for a varied and demanding head office role.

Reporting to the group finance director the appointee's key responsibilities will be to establish treasury policies, strategies and operational procedures to ensure they meet the evolving requirements of the group's business. The role, which is a new one, will include managing the groups funding requirements, the groups working capital needs and currency exposure in addition to interest rate management.

Suitable applicants will be graduates with a professional qualification in treasury management, accounting or banking, with extensive experience in treasury management in a major international organisation. Numeracy, well developed analytical skills, a high level of initiative as well as strong communication skills are essential.

Interested candidates should write and enclose a CV with current salary details to:

M.J. MOUSLEY, GROUP FINANCE DIRECTOR, THE QUARTO GROUP INC., 6 BLUNDELL STREET, LONDON N7 9BH

Southern Home Counties

c. £45,000 + car

Our client is an international, engineering related, technical services group and is part of a successful multinational corporation. This is an exciting stage of the company's development: plans are in hand to double turnover by the turn of the century, both by organic growth and acquisition.

A Chief Financial Officer is required who will be an integral part of the management team that takes the company forward. Reporting to the Chief Executive, you will assume responsibility for the group's finance and commercial function. Initially, this will require ensuring that systems and resources are adequate to meet current and future needs of the group and taking appropriate action as indicated. Thereafter, the CFO will work closely with the Chief Executive running the group operations. The role will require extensive travel, assisting regional and country

managers to profitably manage their businesses. To be considered for this role, you will be a graduate, qualified accountant with previous financial management experience in an engineering, construction or other related industry. You will have superior finance and control skills, together with the commercial acumen to assume wider responsibilities. Well developed communication, interpersonal and negotiations skills together with some international experience are required. Languages would be useful.

Please send a comprehensive cv to Frances A. Bell, quoting reference number 3524, at Deloitte & Touche Consulting Group, Stonecutter Court, 1 Stonecutter Street, London EC4A 4TR.

Deloitte & Touche Consulting Group

TROLLER

Director

ALS

IT Senior Appointments

REAL-TIME FRONT OFFICE TRADING SYSTEMS

CONSULTANT

to £60,000 + benefits

INTERNET leads the way in banking systems by providing solutions to the world's major banks. Open Link is a new product covering Treasury, Capital Markets, Derivatives, Commodities and Risk Management in a client-server environment to offer all the capabilities required by Trading, Management, Sales, Operations and Accounting. Open Link is a highly evolved system that fully and powerfully meets the needs of today's global financial community.

INTERNET has set up a new team to launch Open Link in Europe, and a Consultant is now required to work closely with clients at the practical implementation stage.

As part of the team, you will lead our client organisations through the analysis and interpretation of their requirements, and the fulfilment of those needs through the Open Link system. With responsibility for the success of the client's project, you will need to liaise effectively with the trading room management at the highest level to ensure their satisfaction.

A self-motivated and highly mobile individual, your relevant experience will have been gained either in a leading financial institution or in a specialist information systems company. Your experience will include:

- a knowledge of banking products, especially Derivatives and Risk Management theory
- front office installations
- project definition and management.

The successful candidate will need to travel extensively on a regular basis. This position commands an attractive, negotiable salary. Generous benefits include quarterly bonus, 25 days' holiday, medical and insurance package and an additional four week sabbatical after four years' service. Most importantly, you will be working in a small, highly-motivated team where your contribution will be highly valued.

Please write with full career details, including current salary, and quoting Job ref: OLPIC, to Employee Services - Europe, Internet Systems, Hollywood House, Church Street East, Woking, Surrey GU21 1HJ. Fax: 01483 740412.

INTERNET
INTERNET SYSTEMS CORPORATION

Senior Business Analysts

City

Investment Management Company

- Technical involvement from feasibility to implementation of projects that focus on key requirements.
- Identify technology and technique opportunities to enhance business profitability.
- Develop system requirements for medium/long term aligned to unit business planning.
- Aptitude for strategic thinking and building relationships with staff at all levels in the business units.

Good degree essential; professional qualification desirable but not a prerequisite. At least 4 years in financial analysis gained in either another bank or software house specialising in banking products. Intellectual capacity to operate successfully and work independently with a recognition of the value of teamwork. Understanding of the relevant business areas but also strong IT and analytical skills. Excellent interpersonal and communication skills producing clear and concise plans presented to senior management.

For a confidential discussion please contact Edward Hunter Blair on:
Tel: 0171-236 2400, Fax: 0171-236 0316, or apply in writing to
Sheffield-Haworth Limited, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

SHEFFIELD-HAWORTH
Consultants in Search and Selection

Excellent package & banking benefits

European Bank

- Thorough understanding of the UK/International equities industry.
- Comprehensive understanding of principles and practices of trading and settlement.
- Proven experience of user and systems testing in a structured environment.
- Analyse requirements and define appropriate system.
- Design and implement rigorous user and system acceptance testing strategies.

FT IT Recruitment appears each
Wednesday in the UK edition, and each
Friday in the international edition

For more information on how to reach the top
IT professionals in business call:
Emma Lloyd +44 171 873 3779
Clare Bellwood +44 171 873 3351

IT City Appointments

GLOBAL IT STRATEGY FOR A PREMIER INVESTMENT BANK

New York & London based

Our client is one of the most prestigious names in international investment banking. Their worldwide business relies on the global flow of information made available on a fully integrated basis. If data is their most precious commodity, IT fulfils a key role especially when leveraging the capabilities of OO methods and tools. These will be instrumental in turning an imaginative new IT strategy into a global systems resource of exceptional power and flexibility. We are looking for Project Managers and Data Specialists with intellect, who can deliver and influence the process of change working closely with the business in every area of worldwide operations. Each of these appointments will, at least initially, be based in New York, and may well entail quite extensive intercontinental travel.

PROJECT MANAGERS

You will be a graduate with a demonstrable record, and all the credentials of a true 'hybrid' professional. Your expertise will embrace the application of technology, the dynamics of multinational business and the management of full project life-cycles through to successful implementation using leading-edge tools and techniques.

You will have the ability to build applications aligned to the blueprint, scope projects and guide colleagues through the change process, retaining both a macro and a micro view. Experience in investment banking is beneficial, but excellent interpersonal and communication skills and familiarity with the demands of an exacting and professional user base are essential.

DATA SPECIALIST TEAM

There are four key positions requiring individuals with excellent interpersonal skills and drive. These will focus on managing the production, packaging, design and delivery of quality data to global users.

■ The **Data Production Manager** will oversee the day-to-day delivery and operation of the database production services. The challenge is to develop processes and procedures that ensure the effective operation of the data centre and also the consistent quality of information. This calls for a strong computer science background, proven skills as a technical troubleshooter and a flair for leading teams of developers, information analysts and operators staff.

■ The **Data Architecture Specialist** will design a data blueprint - effectively packaging financial information for both users and application developers. Information delivery is critical. That explains why we are looking for a strong computer science background, extensive database design and implementation experience.

■ The **Business Information Manager** will focus on establishing the dynamic information needs of the business and developing highly creative data solutions. This calls for an understanding of investment banking and the field of financial information - historical and real time. We will also look for proven skills in sourcing information from third party providers, promoting vendor relationships and developing new products. An intuitive ability to query database information and create working prototypes is also essential.

■ The **Implementation Manager** will concentrate on the packaging, delivery and implementation of information services. Programming new utilities, applications and data structures - using a wide range of development tools - is all part of the brief. People with a strong computer science background matched by an equally good grasp of OO and database design techniques will have a head start.

You are looking at an opportunity to be a driver of enterprise-wide change in an organisation that belongs to the elite of global financial players. You must be comfortable in a non-hierarchical culture where teamwork takes precedence over titles and excellence is regarded as a standard.

Intellectual and professional satisfaction will be matched by material rewards, with first class packages including performance related bonus and relocation assistance, where necessary.

For more information and an immediate confidential discussion on these exciting opportunities, please call Nick Reid or Karen Lawrence on 0171-253 7172, or on 0181-488 9094 evenings and weekends. Alternatively, send a brief CV, quoting ref:820, to them at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax: 0171-253 0420. E-mail: jms@aircon.co.uk

Interviews will take place in both London and New York.

JM MANAGEMENT SERVICES

JOIN A WORLD LEADER COMMITTED TO MIS

Central London

Our client is a global market leader in the provision of sales management and medical information. They have achieved this status in a world where the integrity of the decision support data they provide can be the difference between success and failure.

As you would expect MIS is critical to the company's success. There are a number of new project initiatives being undertaken to ensure that the business and its customers continue to receive the most effective systems solutions. The most important factor to the success of these initiatives is people.

We have outlined below a brief summary of the opportunities available, more information can be obtained by calling the numbers detailed below:

Technical Co-ordinator Sales & Marketing Systems (SAMS)

Reference GH001

The SAMS programme is a regional initiative, involving the implementation of a sales, marketing and client service solution. This programme will take about two years to roll-out to a 'core' of predominantly European sites, but will continue on an international basis.

Outline of responsibilities

- Co-ordinating on-going enhancements to the SAMS solution
 - Designing the required functionality in an SQL Windows environment
 - Providing technical support for the SAMS solution in the local offices
- The ideal candidate will possess the following skills, attributes and experience:
- RDBMS design, operation and utilities
 - Windows/Visual programming
 - SQL programming
 - Exposure to Networking and core
 - Highly developed interpersonal skills
 - Strong commercial awareness
 - A second European language would be an advantage

Decision Support Systems Manager

Reporting to the MIS Director the purpose of this role is to manage the on-going development and implementation of the Corporate Decision Support systems and data collection systems. The systems are used by Operational and Senior Financial Management to consolidate and analyse financial information.

Outline of responsibilities

- Planning review of overall strategy for Corporate Decision Support and Data Collection Systems

All candidates require a high degree of motivation. The roles will involve European travel and therefore candidates need to be flexible with the ability to communicate on a cross cultural basis. In return our client will provide a stimulating, challenging and exciting opportunity where you will be rewarded for achievement and provided with the training needed to ensure you fulfil your maximum potential.

If you would like to apply for one of the positions above or require any further information please contact David V. Holloway at DRAX DEARMAN ASSOCIATES on 0171 419 0229 (Office) or 0171 209 2082 (Home) alternatively fax, E-mail, or post your CV (including the corresponding reference number) to him at:

DRAX DEARMAN ASSOCIATES
Phone: 0171 419 0229 (Direct Line) 0171 209 1000 (Switchboard) Fax: 0171 209 8001
E-mail: david@draxdearman.com
Charlotte House, 14 Windmill Street, London W1P 2DY

DRAX DEARMAN ASSOCIATES

et.Works

The FT IT

Recruitment section

is also available

all week on

www.FT.com

For Banking, Finance & General Appointments
please turn to pages 17-19

or contact:

Robert Hunt +44 171 873 4153
Toby Finden-Crofts +44 171 873 3456
Andrew Skarzynski +44 171 873 4054



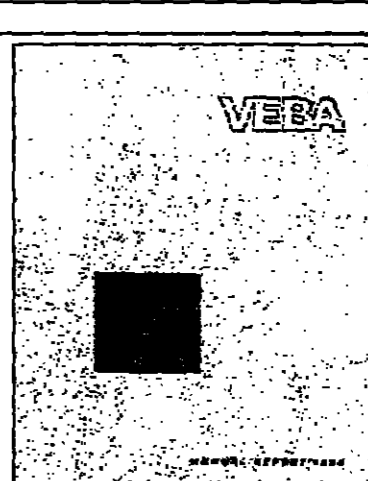
Recruitment

Net.Works

The FT IT Recruitment section is also available all week on www.FT.com

شركة الاستثمار

Financial Times Annual Report Service

 <p>CIBA-GEIGY LIMITED</p> <p>The goals we set were met once again... sales in local markets were up 6 per cent, profits in Swiss francs rose by another 13 per cent, margins improved, and strong market positions were defended.</p> <p>In 1995 Ciba met the ambitious goals it set for itself for the year, improving financial results yet again, focusing its strategic concentration even more sharply, and continuing to improve efficiency. On a like-with-like comparison, sales in local markets were up by 6 per cent, profits in Swiss francs rose by another 13 per cent, margins improved, and strong market positions were defended. Success on the currency front and slowing down of business conditions in some sectors towards year's end were made up for by excellent sales performance, streamlined operating procedures, remaining efforts to restructure the organisation, and currency hedging operations, despite the slowing down of business conditions in some sectors.</p>	 <p>CS HOLDING</p> <p>CS Holding is one of the leading global financial services groups operating from more than 600 offices worldwide and offering a full range of financial products and services. It focuses internationally on commercial and investment banking, derivatives, private banking and asset management. In Switzerland it has a strong position as a full-service bank and also offers life insurance products. CS Holding's Group companies operate independently within the overall Group strategy. The Group's total assets are Sfr 412.7 billion.</p>	 <p>CREDIT SUISSE</p> <p>Credit Suisse, the oldest of the three big Swiss banks, reported annual profits of Sfr 1,234 million for 1995, with total assets of Sfr 245 billion. In Switzerland, Credit Suisse is one of the leading full-service banks with a range of services geared to the needs of all our customer segments. In partnership with Swiss Volksbank it has one of the most extensive branch networks in the country. Outside Switzerland, the bank has offices worldwide and is primarily involved in business with major corporate and private customers and correspondent banks. Credit Suisse is a subsidiary of CS Holding, one of the world's leading financial services groups.</p>	 <p>Electrowatt Ltd</p> <p>Electrowatt Ltd is a Swiss holding company of a group of six companies active in 6 divisions: electric utilities, electric power operations - engineering and contracting - security systems, building control, electronics. These companies have established significant or leading positions in their markets in Europe, North America and the Far East. 1994/95 consolidated sales were 1% higher at CHF 4.962 bn. Cash flow increased to CHF 764 million. Net income from operations rose by 9% to CHF 210 million. Return on equity amounts to 10.5%.</p>
 <p>Roche</p> <p>Roche is one of the leading international pharmaceutical corporations and is celebrating its 100th year. With a staff of over 40,000 Roche scientists, doctors, technicians and nurses, Roche operates in the field of medicine. The activities of the group's four divisions - pharmaceuticals, vitamins and the chemical, diagnostic and diagnostic - focus on the prevention, diagnosis and treatment of disease and on the promotion of general well-being. Roche's record of continuous growth stems from its strong commitment to research and development. Three activities focus on the development of effective and reliable diagnostic tests and new medicines directed against the most serious and widespread diseases. Roche has consolidated itself as a powerful corporation in our health care market. In 1995, the Roche Group posted consolidated sales of Sfr 44.7 billion. Excluding sales by Roche Biomedical Laboratories (RBL), which has been consolidated since the year 1993, Roche's consolidated sales rose by 10% to Sfr 40.2 billion. Roche's consolidated sales rose by 10% to Sfr 40.2 billion. Consolidated net income rose 19% to Sfr 1,972 million. Group research and development expenditure rose to Sfr 2,297 million or 5% of group sales.</p>	 <p>KERAMIK HOLDING AG LAUFEN</p> <p>Keramik Holding AG Laufen is a Swiss holding company of a group of international companies in the field of ceramic products. This product range extends from the manufacturing and distributing of wall and floor tiles, sanitaryware, bricks and roof tiles to tableware. Operating companies are active in Europe, North and South America and the Far East. Consolidated group sales increased in 1995 by 4.8% to CHF 858 million, achieving a group profit in 1995 of CHF 52 million. Keramik Holding AG intends to merge its subsidiary activities with the N.V. Keramische Sijpma Oostwijk from the Netherlands on a 50-50 equity basis, starting on January 1, 1997. This group then will become the world's leading companies in sanitaryware and bathroom products markets with a turnover of approximately CHF 1.0 billion.</p>	 <p>SWISS LIFE</p> <p>The Swiss Life Insurance and Pension Co. is Switzerland's largest life insurer and one of Europe's leading annual life companies. The Group's activities include individual and group insurance, banking, asset management, finance, and consulting. Outside Switzerland, Swiss Life has branches or subsidiaries in Belgium, France, Germany, Hungary, Italy, Luxembourg, Spain, The Netherlands, the United Kingdom and the USA, and is represented through the Swiss Life Network in over 40 countries. In 1995, the Group's premium income grew by 5.7% over 1994 to CHF 116.08 billion (USD 91.45 billion) and business in force totalled CHF 380,975 billion (USD 328,427 billion). Net investment income rose by 16.7% to CHF 3,854 billion (USD 3,322 billion), while total assets amounted to CHF 75,615 billion (USD 63,461 billion). The company plans to demutualize in 1997.</p>	 <p>RIETER</p> <p>Rieter is a Swiss-based group with global presence and 2008 million CHF sales in 1995. Its systems and services for the textile, automotive and plastics industries are acknowledged as leaders in their field. The textile machinery division develops and produces machinery and integrated systems for converting fibers and plastics into yarns and for manufacturing non-woven fibers. The automotive division develops and manufactures systems, noise control and thermal insulation products and interior trim parts from fibers and plastics for the automotive industry.</p>
 <p>SULZER</p> <p>Sulzer is a market-oriented, internationally leading Technology Corporation founded in Winterthur, Switzerland, employing approximately 27,000 on worldwide basis. Sulzer is active in the following sustainable markets: Mining Machinery, Plant and Building Services, Medical Technology, Petroleum Industry, selected markets for Mechanical Engineering and Plant Installation. The Sulzer product divisions measure themselves by four criteria: recognized by their customers as knowledgeable, leading and future-oriented partners, technically excellent, profitable, growing with respect to their markets. In 1995 the Sulzer Corporation recorded net income of Sfr 92 million on sales of Sfr 5,74 billion.</p>	 <p>UNION BANK OF SWITZERLAND (UBS)</p> <p>UBS is the largest bank in Switzerland and one of the world's leading full-service banks. With an equity base of Sfr 23 billion it is one of the best capitalized and one of the few remaining AAA-banks world-wide. UBS is well diversified in terms of financial products and services as well as by geographic business activities. The bank follows a long-term strategy to grow its earnings power and to continuously increase its shareholder value. The main expansion plans are focused on Europe, North America and East Asia. At the end of 1995, UBS showed a balance sheet total of Sfr 387 billion (+12.3%) and a group profit of Sfr 1.7 billion (+4%).</p>	 <p>UNION BANCAIRE PRIVÉE, GENÈVE</p> <p>Union Bancaire Privée is one of Switzerland's largest privately owned banks specialised in asset management. At the end of 1995, the Group's equity was CHF 1.2 billion and total balance sheet amounted to 12.6 billion. These figures place our Bank amongst the major Swiss institutions dedicated to asset management, an activity in which Swiss traditional banking values of security, quality, discretion and competence are enhanced. Our asset management is personalised and tailored to best fulfil our private clients' wishes. In addition to our Swiss network, we are present in the major international financial centres.</p>	 <p>WINTERTHUR INSURANCE</p> <p>Winterthur - A Story of continued success Number 4 in European direct business. Highest ratings for financial strength.</p> <p>Key figures in 1995:</p> <ul style="list-style-type: none"> 15.1% increase in profits CHF 22.3 bn gross premiums CHF 72 bn investments <p>Winterthur Insurance 40 General Guisan-Strasse, CH-8401 Winterthur, Switzerland</p>
 <p>Zellweger Luwa</p> <p>The Zellweger Luwa Group has distinguished itself as a clearly aligned, effective and lean corporate group. Having returned to profitability in 1994, earnings performance improved again significantly in 1995. An important focus of activity was the consolidation of the group's position in markets with particularly high growth potential, especially water analysis and clean-room technology. The Zellweger Luwa Group continued to strengthen its position steadily in the sales territories of Latin America and the Near and Far East. After currency adjustments, the 1995 consolidated sales and order figures showed a slight increase compared with the previous year. In contrast, earnings showed up very prominently; consolidated net revenues more than doubled, while net income for the year almost tripled. This performance clearly reflects the efficiency improvements accomplished during the past 2 years.</p>	 <p>VOEST-ALPINE STAHL AG</p> <p>OUR COURSE: LEADERSHIP MADE IN AUSTRIA</p> <p>The VOEST-ALPINE STAHL Group, Austria's largest steel producer, specialises in hot and cold rolled products, including high-quality surface coated sheet and strip, forged and formed products and top value long products including ultra-long, head-rolled rails in lengths up to 120m and ready to install oil and gas field pipes. During the 1995 business year, the company, which has been stock market listed since October 1995, achieved a consolidated turnover of ATS 33.8 bn, net profit of around ATS 3.1 bn and a profit from ordinary activities of around ATS 3.3 bn. This was achieved with a staff of some 15,000 and crude steel production of around 4.5m tonnes.</p>	 <p>FORTIS</p> <p>Fortis is an international financial group. It is active in the field of insurance, banking and investments in Western Europe, the United States and Australia through more than 100 Fortis companies. Fortis has over 30,000 employees. In 1995 its total income amounted to ECU 17,546 million. The balance sheet total at year-end 1995 was ECU 125 billion.</p> <p>It is possible to invest in Fortis through the shares and depositary receipts for shares in its two parent companies, Fortis AG and Fortis AMBEV, each of which owns 50% of Fortis. Fortis AG is listed on the exchanges of Brussels, Luxembourg, London and Luxembourg. Fortis AMBEV is based on the exchanges of Amsterdam, London and Luxembourg and has a sponsored ADR program in the United States.</p>	 <p>VEBA</p> <p>Enhancing Value by Shaping Change</p> <p>VEBA, Germany's 4th largest company, is active in the fields of Electricity, Chemicals, Oil, Trading/Transportation/Services and Telecommunications. Our decentralized management structure is designed to allow for fast and flexible response to market opportunities as they arise, and our 1995 results demonstrate this approach: approx. 125,000 employees worldwide achieved record DVPA/ROE earnings of DM 3.1 billion (1994: DM 1.3 billion); earnings per share rose from DM 3.13 to DM 4.35, and the dividend was increased from DM 1.50 to DM 1.70. Our strategic goal remains anticipating change early on and actively shaping it. In order to develop new potential for VEBA as well as create further value for our shareholders.</p>

The Financial Times Annual Report Service is appearing on 25, 26, 27 & 28 June 1996

Please send me these Annual Reports: Tick boxes

113. Ciba-Geigy Limited
114. CS Holding
115. Credit Suisse
116. Electrowatt Ltd

117. Roche
118. Keramik Holding AG Laufen
119. Swiss Life
120. Rieter

This service is free to readers of the Financial Times

121. Sulzer
122. Union Bank of Switzerland (UBS)
123. Union Bancaire Privée
124. Winterthur Insurance
125. Zellweger Luwa
126. Voest - Alpine Stahl AG
127. Fortis
128. Vebe

Please indicate whether these reports are for your business or personal use:

- For Business/Investment use For Personal/Investment use

Which one of the these best describes your job title or position?

- Chairman/President Chief Executive/Managing Director Director / Vice-President Fund/Investment Manager Middle Management Other, Please specify.....

PLEASE ATTACH YOUR BUSINESS CARD OR WRITE YOUR NAME AND ADDRESS IN THIS SPACE. PLEASE USE BLOCK CAPITALS.

Name.....
Address.....
.....
.....
Postcode.....
Country.....

Please tick here if you do not wish to receive further mailings from the Financial Times

Mail to: FT Annual Report Service, Dept 800, P.O. Box 384, Sutton, Surrey, SM1 4XE United Kingdom to reach us no later than 29th September 1996.

INTERNATIONAL CAPITAL MARKETS

Japan prices advance as Bundesbank disappoints

By Richard Lapper in London and Lisa Branston in New York
Speculation about interest rate moves in Germany and Japan provided the main focus for traders in government bond markets yesterday...

Tankan survey of business confidence and first-quarter GDP figures had shown higher than expected levels of economic activity and signs of further strengthening would have increased the chance of a rise in interest rates...

Yamaichi International described these movements as a "fairly significant reaction based on relief". In line with the market consensus he believes BoJ is unlikely to move on interest rates before publication of second quarter GDP figures...

The market took the comments badly, with short-dated paper particularly badly hit. Yields on benchmark two-year paper rose 9 basis points with bunds also dragged lower...

Other European bonds also reflected the weakness of the German market. Yield on the benchmark 10-year gilt rose 3 basis points to 6.56 per cent...

US Treasury prices edged lower in early trading yesterday as investors awaited next week's meeting of the Federal Reserve's Open Market Committee...

Vienna launches electronic trading

The Vienna stock exchange, one of the smallest in western Europe, will today launch an all-electronic trading system designed to make the market more liquid and increase its attraction for international investors...

Once the new system is fully in place, after the summer, the trading hall in the imposing house, which is usually quiet even now, will be empty. The Vienna stock exchange is small, even for a country of 8m...

National Power welcomed

The eurobond market had an active day yesterday, seeing a variety of new issues in a wide range of currencies. A \$300m offering of five-year bonds for National Power, the UK electricity utility, got a warm welcome in the market...

Eletrobras, issued dollar bonds: \$300m of eight-year bonds yielding 338 basis points over Treasuries for their five-year put option. It is only the second five-year deal from a Brazilian issuer...

China's \$700m five-year global bond was priced at 80 basis points over Treasuries, the bottom of the indicated pricing range. Strong demand caused the spread to tighten to as little as 75 basis points yesterday...

New international bond issues

Table with columns: Issuer, Amount, Coupon, Price, Maturity, Yield, Spread, Book-Runner. Lists various international bond issues including Eletrobras, National Power, and others.

Moneyp gets approval to market options in US

Moneyp, the traded options market of the Paris Stock Exchange, has gained approval from the US Securities and Exchange Commission to market its contracts in the US...

Stamp - for equity options trading, and both open outcry and Stamp for index options. The SEC agreement also confers some benefits upon Moneyp members. Firms registered with the SEC as broker-dealers may solicit business from US qualified institutional buyers...

WORLD BOND PRICES

Table showing benchmark government bond prices for various countries including Australia, Canada, Denmark, France, Germany, Italy, Japan, Netherlands, Portugal, Spain, Sweden, and UK.

US INTEREST RATES

Table showing US Treasury Bills and Bond Yields for various maturities from 120 days to 30 years.

BOND FUTURES AND OPTIONS

Table showing National French Bond Futures (MATF) and Long Term French Bond Options (MATF) with columns for price, open, high, low, and change.

UK GILTS PRICES

Table showing UK Gilts prices for various maturities including Treasury 2 1/2%, Treasury 3%, Treasury 3 1/2%, Treasury 4%, Treasury 4 1/2%, Treasury 5%, Treasury 6%, Treasury 7%, Treasury 8%, Treasury 10%, Treasury 12%, Treasury 15%, Treasury 20%, Treasury 30%.

BUND FUTURES OPTIONS (LIFE) D425000 points of 100%

Table showing Bund Futures Options (LIFE) with columns for strike price, call/put, and price.

ITALY

Table showing National Italian Govt. Bond (BTP) Futures with columns for price, open, high, low, and change.

SPAIN

Table showing National Spanish Bond Futures (MRF) with columns for price, open, high, low, and change.

UK

Table showing National UK Gilt Futures (GIF) with columns for price, open, high, low, and change.

JAPAN

Table showing National Long Term Japanese Govt. Bond Futures (LJBF) with columns for price, open, high, low, and change.

Other Fixed Interest

Table showing various other fixed interest instruments including Eurobonds and other international bonds.

FT-ACTUARIES FIXED INTEREST INDICES

Table showing FT-Actuaries Fixed Interest Indices for various maturities and currencies.

FT FIXED INTEREST INDICES

Table showing FT Fixed Interest Indices for various maturities and currencies.

FT/ISMA INTERNATIONAL BOND SERVICE

Table showing FT/ISMA International Bond Service listings for various international bonds.

GILT EDGED ACTIVITY INDICES

Table showing Gilt Edged Activity Indices for various maturities and currencies.

FT/ISMA INTERNATIONAL BOND SERVICE

Table showing FT/ISMA International Bond Service listings for various international bonds.

Small vertical text on the right edge of the page.

CURRENCIES AND MONEY

MARKETS REPORT

D-Mark rises after German repo rate kept on hold

By Graham Bowley

Disappointment that the Bundesbank failed to lower the repo rate and hawkish comments from Bundesbank officials on German interest rates caused the D-Mark to strengthen on the foreign exchanges yesterday.

The D-Mark rose against most European currencies, except the Swiss franc. Its rise dragged the dollar lower.

In Europe, the biggest losers against the D-Mark were the Italian lira and the Swedish krona. Growing confusion about the direction of Italian interest rates, following cautious comments by Mr Antonio Fazio, the central bank governor, on Wednesday, added to the downward pressure on the lira.

But the French franc and sterling managed to maintain some independent strength. The Greek central bank intervened in the markets to support the drachma. The cur-

rency weakened over worries that splits in the current governing party following the death of Mr Andreas Papanastasiou, the former prime minister, might slow progress on budgetary reform.

The pound closed in London at 1109.62 from 1109.52. Against the D-Mark it closed at DM1.8219, from DM1.8207.

The pound finished against the D-Mark at DM2.3626 from DM2.3575. Against the dollar it closed at \$1.5460, from \$1.5425.

Elsewhere, the lira retreated further from the L1,000 level to L1,004, against the D-Mark, from L1,004.

Expectations were slight that the Bundesbank would lower its repo rate from 3.3 per cent at yesterday's regular council meeting.

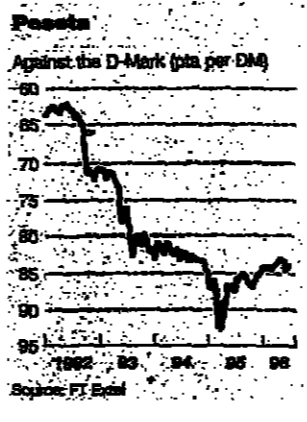
But analysts said there was still a 'significant minority' who believed it would to cause some D-Mark reaction after the central bank left the short-term money market rate on hold.

However, probably a bigger reason for the D-Mark's strength yesterday was comments by German officials which appeared to suggest that they were content with the current level of the D-Mark and with current interest rates.

Mr Hans Tietmeyer, Bundesbank president, was reported as saying that the German economy was on course for a steady if unspectacular recovery which might not require a further interest rate cut to get started.

'They are making it very ambiguous whether there is room for another repo rate cut or not and the market is taking it very negatively,' said Mr Tony Northfield, treasury economist at ABN AMRO in London.

But Mr Tietmeyer caused some confusion by also hinting that the D-Mark's strong appre-



Against the D-Mark (pts per DM)

fall with the March 1997 contract down 13 basis points before recovering slightly. German government bonds also

'The impression was given to the market that the D-Mark has devalued enough,' said Mr Northfield.

But Mr Tietmeyer caused some confusion by also hinting that the D-Mark's strong appre-

ciation in the spring of 1995 was now fully corrected. Mr Northfield said there was now a division within the Bundesbank. He said some officials wanted to keep exchange rates stable because that would support progress towards European monetary union, while others wanted to see the D-Mark weakening against the dollar to boost exports in order to underpin domestic economic recovery.

The Greek drachma weakened due to worries that a runoff between the prime minister and another government minister for control of the governing Socialist party might delay budget cuts and other reforms.

The drachma fell against the Euro, and short-term money market rates moved higher, requiring the Bank of Greece to intervene.

The lira's woes were exacerbated by more comments by government officials which appeared to reinforce caution

about interest rate cuts. 'The market has become less convinced that there will be a discount rate cut,' said one analyst. 'This was in spite of data which showed unemployment rose in April, appearing to strengthen the case for an easing of monetary policy.'

But analysts said the authorities would not cut interest rates before annual consumer price inflation fell below the key 4 per cent level. The next CPI data is due next week.

In Japan, data showing a weaker than expected increase in industrial production eased concern about a rise in interest rates and caused the yen to weaken and euroyen futures to rise.

Other currencies: The Japanese yen weakened against the dollar to 148.25 from 148.00. The Swiss franc rose to 1.5460 from 1.5425. The Australian dollar rose to 0.7820 from 0.7800. The New Zealand dollar rose to 0.6820 from 0.6800.

Table with columns: Jan 27, Closing mid-point, Change on day, Bid/offer spread, Day's High/Low, One month Rate, Three months Rate, One year Rate, Bank of England Index. Rows include Europe, Asia, Americas, etc.

Table with columns: Jan 27, Closing mid-point, Change on day, Bid/offer spread, Day's High/Low, One month Rate, Three months Rate, One year Rate, J.P. Morgan Index. Rows include Europe, Asia, Americas, etc.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include various currencies and interest rates.

Table with columns: Jan 27, BPT, DKY, FFF, DM, E, F, H, M, N, O, P, Q, R, S, T, U, V, W, X, Y, Z. Rows include Belgium, Denmark, France, Germany, etc.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Over-night, 7 days notice, One month, Three months, Six months, One year. Rows include Interbank Sterling, Sterling Cds, Treasury bills, etc.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

Table with columns: Jan 27, Open, Limit, Change, High, Low, Est. vol, Open Int. Rows include Sep, Dec, Mar.

WORLD INTEREST RATES

Table with columns: June 27, Over night, One month, Three months, Six months, One year, Lomb. inter., Dis. rate, Repo rate. Rows include Belgium, France, Germany, Italy, Switzerland, etc.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include various currencies and interest rates.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include various currencies and interest rates.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include various currencies and interest rates.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include various currencies and interest rates.

Table with columns: Jan 27, Open, Settle price, Change, High, Low, Est. vol, Open Int. Rows include various currencies and interest rates.

MARGINED FOREIGN EXCHANGE TRADING advertisement with contact information for various brokers.

BERKELEY FUTURES LIMITED advertisement for 38 DOWRY STREET, LONDON W1X 8SR.

FUTURES AND OPTIONS TRADING advertisement for Clearing and Execution Service 24 hrs.

MARGINED FOREX advertisement for Discounted Commissions.

WANT TO KNOW A SECRET? advertisement for L.D.S. Gann Seminar.

FUTURES - TAX FREE advertisement for IG INDEX.

OFFSHORE COMPANIES advertisement for established 1978 OCPA.

Petroleum Argus Daily Oil Price Reports advertisement for the spot price information you require.

Market-Eye advertisement for freephone 0800 321 321.

Notice of compliance with requirements of London Stock Exchange Limited.

Korea Mobile Telecommunications Corp. advertisement for 36,243,520 American Depository Shares.

Global Coordinators advertisement for Goldman Sachs (Asia) L.L.C. and Sunkyoung Securities Limited.

Sponsor for the listing on the London Stock Exchange for Goldman Sachs Equity Securities (U.K.).

Listing particulars relating to the offering of 20,855,150 of the ADSs.

The Republic of Italy US \$300,000,000 Floating Rate Notes due 1997.

Notice in accordance with the provisions of the Notes, notice is hereby given that the Interest Amounts payable.

Agent Bank advertisement for Bank of America International Limited.

THE STARS PROGRAMME advertisement for 5475,000,000 Class A Floating Rate Mortgage Backed Securities 2029.

INV TRUSTS SPLIT CAPITAL - Cont.

Table listing investment trusts with columns for Name, Price, and % Change.

LEISURE & HOTELS - Cont.

Table listing leisure and hotel companies with columns for Name, Price, and % Change.

OTHER FINANCIAL - Cont.

Table listing other financial companies with columns for Name, Price, and % Change.

PROPERTY - Cont.

Table listing property companies with columns for Name, Price, and % Change.

SUPPORT SERVICES - Cont.

Table listing support services companies with columns for Name, Price, and % Change.

AIM - Cont.

Table listing AIM companies with columns for Name, Price, and % Change.

LIFE ASSURANCE

Table listing life assurance companies with columns for Name, Price, and % Change.

MEDIA

Table listing media companies with columns for Name, Price, and % Change.

PAPER, PACKAGING & PRINTING

Table listing paper, packaging, and printing companies with columns for Name, Price, and % Change.

RETAILERS, FOOD

Table listing food retailers with columns for Name, Price, and % Change.

RETAILERS, GENERAL

Table listing general retailers with columns for Name, Price, and % Change.

PHARMACEUTICALS

Table listing pharmaceutical companies with columns for Name, Price, and % Change.

TELECOMMUNICATIONS

Table listing telecommunications companies with columns for Name, Price, and % Change.

TEXTILES & APPAREL

Table listing textiles and apparel companies with columns for Name, Price, and % Change.

TOBACCO

Table listing tobacco companies with columns for Name, Price, and % Change.

TRANSPORT

Table listing transport companies with columns for Name, Price, and % Change.

WATER

Table listing water companies with columns for Name, Price, and % Change.

RETAILERS, GENERAL - Cont.

Table listing general retailers (continued) with columns for Name, Price, and % Change.

SUPPORT SERVICES

Table listing support services (continued) with columns for Name, Price, and % Change.

AIM

Table listing AIM companies (continued) with columns for Name, Price, and % Change.

AMERICANS

Table listing American companies with columns for Name, Price, and % Change.

CANADIANS

Table listing Canadian companies with columns for Name, Price, and % Change.

SOUTH AFRICANS

Table listing South African companies with columns for Name, Price, and % Change.

OTHER INVESTMENT TRUSTS

Table listing other investment trusts with columns for Name, Price, and % Change.

INVESTMENT COMPANIES

Table listing investment companies with columns for Name, Price, and % Change.

OIL EXPLORATION & PRODUCTION

Table listing oil exploration and production companies with columns for Name, Price, and % Change.

PROPERTY

Table listing property companies with columns for Name, Price, and % Change.

OIL, INTEGRATED

Table listing integrated oil companies with columns for Name, Price, and % Change.

OTHER FINANCIAL

Table listing other financial companies with columns for Name, Price, and % Change.

LEISURE & HOTELS

Table listing leisure and hotel companies with columns for Name, Price, and % Change.

Advertisement for Rockwell avionics: 'Every major world airline flies with Rockwell avionics'.

GUIDE TO LONDON SHARE SERVICE

Text explaining the London Share Service, including details on data sources, pricing, and market capitalization.

- List of symbols and abbreviations used in the share service, such as 'F' for foreign income and 'A' for annual dividend.

Additional information about the FT Free Annual Reports Service, including contact details and pricing.

FT MANAGED FUNDS SERVICE

FT Cyteline Unit Trust Prices are available over the telephone. Call the FT Cyteline Help Desk on (+44 171) 873 4378 for more details.

OFFSHORE AND OVERSEAS

BERMUDA (SIB RECOGNISED)

Table listing Bermuda (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

BERMUDA (REGULATED)**

Table listing Bermuda (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

GUERNSEY (SIB RECOGNISED)

Table listing Guernsey (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

GUERNSEY (REGULATED)**

Table listing Guernsey (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

IRELAND (SIB RECOGNISED)

Table listing Ireland (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

IRELAND (REGULATED)**

Table listing Ireland (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

GUERNSEY (REGULATED)**

Table listing Guernsey (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

IRELAND (SIB RECOGNISED)

Table listing Ireland (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (REGULATED)**

Table listing Isle of Man (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (SIB RECOGNISED)

Table listing Isle of Man (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (REGULATED)**

Table listing Isle of Man (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (SIB RECOGNISED)

Table listing Isle of Man (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (REGULATED)**

Table listing Isle of Man (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (SIB RECOGNISED)

Table listing Isle of Man (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (REGULATED)**

Table listing Isle of Man (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (SIB RECOGNISED)

Table listing Isle of Man (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (REGULATED)**

Table listing Isle of Man (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (SIB RECOGNISED)

Table listing Isle of Man (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (REGULATED)**

Table listing Isle of Man (Regulated) funds with columns for Fund Name, Unit Price, and % Change.

ISLE OF MAN (SIB RECOGNISED)

Table listing Isle of Man (SIB Recognised) funds with columns for Fund Name, Unit Price, and % Change.

Vertical text on the right edge of the page, possibly a page number or reference.

FT MANAGED FUNDS SERVICE

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 875 4378 for more details.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

Table of fund prices and performance data, including columns for fund name, price, and change.

OTHER OFFSHORE FUNDS

OFFSHORE INSURANCES

Table of offshore insurance products and prices.

MANAGED FUNDS NOTES: Please see a separate article on page 32 for more details on the FT Cityline Managed Funds Service.

LONDON STOCK EXCHANGE

MARKET REPORT

Little respite for beleaguered equity market

By Steve Thompson, UK Stock Market Editor

England's defeat in the penalty shoot-out with Germany on Wednesday was only part of the bad news afflicting the London stock market yesterday.

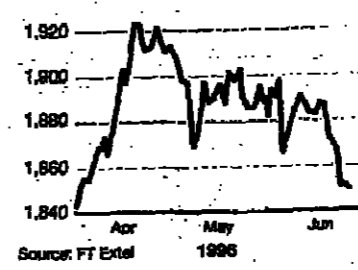
saying a buyback had been in the market for some time. In the background, dealers said there had been an element of book squaring by some of the institutions as the second quarter draws to a close.

Global bond markets, too, provided little succour for equities around the world; gilts were never more than quietly depressed after the trade figures which, although causing few problems for the markets, also gave no help to the optimists.

was carried out by UBS, went through the market. The programme trade included several exceptionally big lines of stock, such as 6.5m of British Steel, 3.6m of Burton, 2.5m of Fisher (A), 2.2m of Laxton and 2.2m of Cookson.

On the downside, Rank Organisation's trading statement, the first since the appointment of Mr Andrew Tesse, the new chief executive, was greeted with dismay and some determined selling, which left the stock as the worst performer in the leaders.

FT-SE-A All-Share Index



Equity shares traded

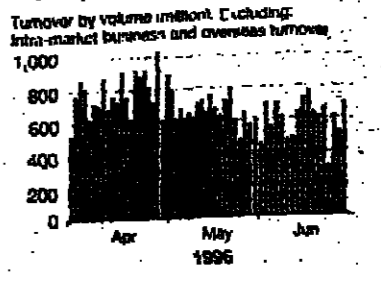


Table with 2 columns: Indices and ratios, and Best performing sectors. Indices include FT-SE 100 (3678.8, -16.7), FT-SE Mid 250 (4340.9, -24.4), FT-SE 350 (1857.1, -8.9), FT-SE-A All-Share (1843.91, -9.33), and FT-SE-A All-Share yield (3.89, 3.87). Sectors include Diversified Industrials (-0.9), Water (+0.9), Health Care (+0.3), and Retailers (-0.2).

Zeneca hits new peak

Zeneca, the pharmaceutical group, jumped to a new closing peak on the back of broker recommendations. The stock rose 20 to 1415p, with dealers citing a "buy" note from Morgan Stanley and a marketing presentation in the US by Merrill Lynch.

Analysts said the buyback was a surprise, with no run-up of the share price before it was announced. Analysts forecast that Boots, which lost a penny to 580p, would be dull for some time before institutions participating in the buyback and eligible for tax credits could buy Boots again.

BaE concerns

The Saudi Arabian factor was said to have rattled sentiment among the big defence stocks yesterday, with British Aerospace and Rolls-Royce both moving sharply lower. Both groups supply a significant level of high margin business to Saudi Arabia, where the political background is being seen as increasingly unstable as a result of this week's US air base bombing.

than 4 per cent following a surprise conflict of interest ruling from the Department of Trade and Industry.

The shares ended off 21 at 483p as brokers talked openly of potential profit downgrades. Analysts said that National Express will have to stop running coaches to five of its main 20 destinations.

Food retailer Asda Group came under pressure on profit-taking. The shares eased 4 to 114p in heavy trading of 30m.

UBS, which until yesterday had one of the highest profit forecasts in the market, raised its estimate by just 2.5m to 342.5m and said it remains a bull of the stock.

Kingfisher gained 10 at 647p, with continued interest from European buyers following its listing on the Paris stock exchange this week. There was speculative interest in Body Shop, which firmed 3 to 180p after Aeon Group, of Japan, announced that it had acquired a 3.5 per cent stake in the company.

into marketing tactics, and Securicor extended its recent weak run to a 16 per cent decline in three days.

Securicor's results came in below broker forecasts and hit sentiment at both groups. Between them, they own the Cellnet mobile phones system, where margins are under pressure. There were profit downgrades on Securicor, and the City consensus looks to have come down to 110m to around 110m to 110m.

BT ended 6 1/2 lower at 344p and Securicor closed off 28 at 245p in turnover of 3.5m. The Cellnet worries washed over to Orange, which retreated 7 to 222 1/2p, Vodafone, which puts out subscriber figures next week, eased a penny to 23 1/2p.

Wessex Water recovered sharply yesterday as a certain amount of bid talk mingled with yield-based buying.

Wessex is currently perceived as both predator and prey within the sector restructuring currently under way.

While it is in a takeover tussle with Severn Trent over South West Water, its region overlaps strongly with Southern Electric. And as Southern Electric has lost out in the recent battle for Southern Water, Wessex is considered the logical consolation prize.

Williams de Broe has been recommending Wessex as a speculative buy with a take-out price of 530p a share. The shares ended 8 up at 333p.

Legal & General receded 4 to 666p on the back of weak equity markets in the US and London. However, there was some support from Salomon Brothers, which indicated coverage of the stock with a buy note and a target price of 740p a share.

Morgan Stanley was said to have been recommending soon-to-be merged Royal Insurance and Sun Alliance. Royal shed 4 to 392p and Sun 3 to 369p. Telecoms shares were out of favour. BT fell almost 2 per cent ahead of an OfTel probe.

FUTURES AND OPTIONS

Table with 2 columns: FT-SE 100 INDEX FUTURES (LFFSE) and FT-SE 100 INDEX OPTION (LFFSE). Futures prices for Sep, Oct, and Dec are shown. Options prices for various strikes and expirations are also listed.

MARKET REPORTERS

Peter John, Joel Kibazo, Jeffrey Brown, Lisa Wood.

LONDON RECENT ISSUES: EQUITIES

Table listing recent equity issues in London, including company names, issue sizes, and prices. Examples include BHP, British Airways, and British Telecom.

FT GOLD MINES INDEX

Table showing the FT Gold Mines Index and its components, including Gold Mines Index (191), AngloGold (21), and others.

FT-SE Actuarial Share Indices

Table showing FT-SE Actuarial Share Indices for various sectors like FT-SE 100, FT-SE Mid 250, etc.

Hourly movements

Table showing hourly movements for FT-SE 100, FT-SE Mid 250, and FT-SE 350.

FT-SE Actuarial 350 Industry baskets

Table showing FT-SE Actuarial 350 Industry baskets for various sectors like Edg & Chem, Pharm, etc.

Additional information on the FT-SE Actuarial Share Indices

Additional information on the FT-SE Actuarial Share Indices is published in Saturday issues. The FT-SE Actuarial Share Indices are calculated by FT-SE International Limited in conjunction with the Faculty of Actuaries and the Institute of Actuaries.

Boots buyback

There was some disappointment in the market about the size of Boots' buyback of up to 51.36m shares at about 580p each. This was much smaller than the share repurchase in November 1994, suggesting to the market that Boots, which is cash rich, may still be looking for an acquisition.

London market data

Table with 2 columns: Prices and falls, and FT-SE AIM. Shows total rises, falls, and volume for the FT-SE AIM.

FINANCIAL TIMES EQUITY INDICES

Table showing Financial Times Equity Indices for various sectors like Ordinary Shares, Dividend Yield, etc.

BUSINESSES FOR SALE. Claire Broughton 0171 873 3234. Fax 0171 873 3064. Karl Loynton 0171 873 4780.

The Oxford ADVANCED MANAGEMENT PROGRAMME. Setting the Standard for Success. Europe's most senior executive programme, AMP has empowered a generation of business leaders through its fusion of two outstanding intellectual traditions - the Harvard case history and the Oxford tutorial.

NEW YORK STOCK EXCHANGE PRICES

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Table of stock prices for companies starting with 'A' through 'Z', including columns for stock name, price, and volume.

Advertisement for Hewlett-Packard featuring the text 'Perfect synergy' and 'If the business decisions are yours, the computer system should be ours.' with the HP logo.

Handwritten Arabic text at the bottom center of the page.

Continued on next page

NYSE PRICES

Table of NYSE stock prices including columns for stock name, price, change, and volume. Includes sub-sections for 'Continued from previous page', 'A-Z', and 'X-Y-Z'.

NASDAQ NATIONAL MARKET

Table of NASDAQ National Market stock prices including columns for stock name, price, change, and volume. Includes sub-sections for 'Continued from previous page', 'A-Z', and 'X-Y-Z'.

AMEX PRICES

Table of AMEX stock prices including columns for stock name, price, change, and volume.

Advertisement for 'MOSCOW' featuring the headline 'Have your FT hand delivered in MOSCOW.' and text describing financial services and contact information.

AMERICA

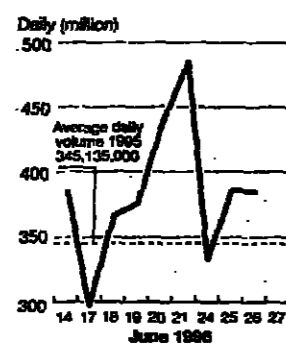
Pressure off US high tech stocks

Wall Street

US shares were mixed in dull mid-session trade as recent weakness drew some bargain hunters to technology shares...

The technology-weighted Nasdaq composite, which had fallen nearly 100 points since its record high on June 5...

NYSE volume



composite was 6.33 down at 569.30. NYSE volume was 219m shares.

Trading was expected to remain thin ahead of next week's meeting of the Federal Reserve's Open Market Committee...

Technology shares, which had slumped in the past four weeks, managed to post some gains. Intel, a computer disk drive manufacturer which had lost 61 per cent of its value after hitting a high of \$54 on May 22, climbed \$4 to \$21 in early trading.

EUROPE

Bourses flounder after Bundesbank comments

Nobody expected the Bundesbank to cut key interest rates yesterday, but professionals said that comments from Mr Hans Tietmeyer, the Buba president, had underlined lingering hopes for another reduction later this year.

FRANKFURT was faced with falls in the dollar, in bunds and in the Dow. The combination left the Dax index 20.28 lower at an 1845.30.

The dollar effect weakened most chemicals. Hoechst losing 85 ppts at DM52.50; a fall in utilities, with Vieg off DM6.70 at DM602.50, might have been ascribed to interest rate sensitivity.

Siemens, one of the biggest of blue chips, declined DM1.35 to DM51.15 after its finance director forecast continued price falls in its product markets.

ASIA PACIFIC

China talks hope pushes Taipei up 2.4% to new high

Local media quoted Jiang Zemin, China's president and Communist party chief, as saying that Beijing and Taipei could hold talks on ending hostility across the Taiwan strait.

The weighted index put on 1563 to end at its record high of 6,537.93 and turnover nearly doubled to an active T\$93.51bn. Companies with investment projects in China, and shipping stocks, rose sharply.

Units of the petrochemical giant Formosa Group rose a day after Taiwan said it would allow private oil imports in a broad oil industry liberalisation.

Tokyo

Wednesday's decline on Wall Street depressed investors, and the Nikkei average fell by 0.7 per cent, led by steel and stocks.

The 225 index closed 165.19 lower at 22,501.61 after moving between 22,438.41 and 22,657.36. Domestic institutional investors moved to sell cyclical, the carmakers, steels, electricals and shipbuilders which had led the recent rally.

Volume totalled 418m shares, against 451m. Overseas investors were inactive, coming towards the close of the second quarter, and the decline in US share prices also affected foreigners' activity.

MILAN marked Olivetti 3.4 per cent lower, demonstrating its dismay at news that the managing director was leaving Mr Carlo De Benedetti's group.

Mr Corrado Passera, who also headed the troubled information technology group's struggling personal computer division, was regarded as a key member of the team trying to restructure the company.

The broad market remained disappointed at the lack of a cut in interest rates and the Comit index fell 5.08 to 666.10. Moving against the trend, Ambroveneto picked up L79 to L4,142 on reports that Mr Passera might be moving to the bank.

AMSTERDAM followed the Frankfurt line, and the AEX index fell 0.01 to 356.48. Philips was weak all day after technology stocks were hit in the US on Wednesday.

London

finished 32.24 off at 23,769.19 in volume of 44.7m shares.

Roundup

A 19.7 per cent fall in Amcol provided the main feature of SINGAPORE trade on news that the government's white-collar crime unit had started investigations into various affairs of the trading company.

Shares in the company, the subject of a fierce takeover battle between two shareholders, had been suspended since June 18. They returned to trade with a 78-cent tumble to M\$3.10.

The company announced the investigation late on Wednesday, along with the appointment of three new independent directors to a five-member board.

FT-SE Actuaries Share Indices

Table with columns for dates (Jun 27, Jun 26, Jun 25, Jun 24, Jun 23, Jun 22) and rows for FT-SE Actuaries indices (100, 200, 300).

to FF1.506. Mr Michael Woodcock at Williams de Broe said that there were stories that Pnauit might be planning a takeover bid in the financial sector.

Schneider kept FF10.80 to FF1287.90. Earlier this year, the electricals group was the subject of takeover rumours naming international competitors such as ABB and Siemens.

PARIS consoled itself with takeover rumours as the CAC-40 floundered in mid-session, although it came back to close just 0.43 lower at 2,112.06 in turnover of FF5.4bn.

Zurich

turned back from Wednesday's peak, responding to volatile futures on government bonds and profit-taking.

STOCKHOLM featured another painful day for Ericsson as it fell to SEK138.50 after Wednesday's SEK4.50 drop, this time citing the tech stocks sell-off in New York.

TEL AVIV saw Teva Pharmaceutical, down 5.6 per cent on New York's Nasdaq on Wednesday, lose 5.25 to Shk120.973 at home as the Mishanim index fell 2.61 to 193.58.

LISBON was higher as investment funds rearranged portfolios for the end of the quarter. Activity was dominated by Portugal Telecom, which hit an all-time high of \$4.104 in afternoon trade.

ATHENS rose, reckoning that the socialist prime minister took over as premier from the late Mr Andreas Papandrou in January, would emerge as party leader at a party congress on Sunday.

BUDAPEST's Bux index index hit its second successive high, ending 47.40 higher at 3,393.44, but one broker advised caution, maintaining that low supply, rather than demand, was providing the impetus.

Written and edited by William G. Cochran and Michael Morgan

Sao Paulo turns down

Sao Paulo ran into profit-taking after Wednesday's 2.4 per cent rise which reflected optimism over the country's privatisation process.

The Bovespa index was 677.96, or 1.1 per cent, lower in mid-session trading at 61,594 ahead of yesterday's meeting of the National Privatisation Council, and Telebras slipped 1.2 per cent to R\$71.30.

BUENOS AIRES pulled back from Wednesday's high for the year in morning trade which

S African golds take tumble

A sharp early fall in the bullish price left Johannesburg's gold shares lower, but industrialists were firm on the brightening interest rate environment.

The overall index shed 3.4 to 6,910.5, industrials picked up 9.9 to 8,182.7 and golds lost 28.5 to 1,762.6.

One broker noted that investors were selective in meeting out punishment within the golds sector, with some stocks bearing the full brunt while others escaped relatively unharmed.

Vaal Reefs dropped R8.50 to R363.20, Western Deep Levels shed R3.25 to R164.00 and Free State fell R1.25 to R42.50.

Amalgamated Banks of South Africa, which began this week's rate-cutting battle, gained 20 cents at R24.40. First National rose 30 cents to R30.90 and Nedcor climbed 75 cents to R96.25.

Elsewhere, Sasol, the oil group, fell 45 cents to R46.95.

left the Merval index 1.07 weaker by mid-session at 616.40. However, some analysts forecast that investors would soon favour equities over bonds, which had outperformed stocks recently on the back of the Brady debt surge.

MEXICO CITY was higher on demand for Cemex, which said that it had arranged a syndicated loan worth \$850m.

The IPC index was 8.02 points up at 3,165.93 as Cemex A shares rose 4.7 per cent.

others escaped relatively unharmed. Vaal Reefs dropped R8.50 to R363.20, Western Deep Levels shed R3.25 to R164.00 and Free State fell R1.25 to R42.50.

Amalgamated Banks of South Africa, which began this week's rate-cutting battle, gained 20 cents at R24.40. First National rose 30 cents to R30.90 and Nedcor climbed 75 cents to R96.25.

Elsewhere, Sasol, the oil group, fell 45 cents to R46.95.

left the Merval index 1.07 weaker by mid-session at 616.40. However, some analysts forecast that investors would soon favour equities over bonds, which had outperformed stocks recently on the back of the Brady debt surge.

MEXICO CITY was higher on demand for Cemex, which said that it had arranged a syndicated loan worth \$850m.

The IPC index was 8.02 points up at 3,165.93 as Cemex A shares rose 4.7 per cent.

others escaped relatively unharmed. Vaal Reefs dropped R8.50 to R363.20, Western Deep Levels shed R3.25 to R164.00 and Free State fell R1.25 to R42.50.

Amalgamated Banks of South Africa, which began this week's rate-cutting battle, gained 20 cents at R24.40. First National rose 30 cents to R30.90 and Nedcor climbed 75 cents to R96.25.

Elsewhere, Sasol, the oil group, fell 45 cents to R46.95.

left the Merval index 1.07 weaker by mid-session at 616.40. However, some analysts forecast that investors would soon favour equities over bonds, which had outperformed stocks recently on the back of the Brady debt surge.

Advertisement for Nihon Doro Kodan - Japan Highway Public Corporation. Includes logo, company name, and details of a \$300,000,000 bond issue with a 7% guaranteed return due in 2006.

FT/SE Actuaries World Indices table showing regional and global stock indices for Wednesday June 28 1996 and Tuesday June 27 1996. Columns include index value, change, and dollar index.

Advertisement for IBJ International plc, listing various international financial institutions such as Goldman Sachs, Merrill Lynch, J.P. Morgan, and UBS Limited.

One Nation's Achievement

years ago, Taiwan was primarily an agricultural society. Today, it is an industrial dynamo, the fourteenth largest standing nation in the world. Its success lies not just in hard work but in the ability of Taiwan's manufacturers to create innovative designs, together with remarkable production efficiencies, that give their products added value. We describe this benefit as InnoValue. It was displayed dramatically in the recent National Awards of Excellence.

This year, 30 products out of 216 that received the Symbol of Excellence also qualified for the distinguished National Award. Seven of these, shown below, also won the highest honor the nation can bestow, the Gold Award.



Taiwan Celebration of Excellence '96

MANAGEMENT

Balancing competition and co-operation

Vanessa Houlder talks to Adam Brandenburger and Barry Nalebuff about applications of game theory

Few ideas are more deeply ingrained in business than the one that in order to succeed, others must fail. But that thinking can be dangerously misleading, according to Adam Brandenburger and Barry Nalebuff, two business school professors who specialise in applying game theory to management.

"I have seen at first hand more companies than I care to mention try to destroy the competition and in the process bring themselves down," says Nalebuff, who teaches at the Yale School of Management. Examples abound of aggressive strategies that backfire. Lowering prices in a bid to gain market share often prompts competitors to match the cuts to regain their lost share. That simply restores the status quo, but at lower prices, leaving everyone worse off.

Brandenburger and Nalebuff do not deny that conflict plays an important role in business. Their message is simply that, in developing strategy, companies should weigh up the consequences of co-operative and competitive behaviour.

That is a task well suited to game theory, a branch of applied mathematics providing a systematic way to develop strategies when one person's fortune depends on what other people do. Although game theory was developed 50 years ago by John von Neumann and Oskar Morgenstern, it has only been taken up by business schools and management consultants relatively recently. Nalebuff, who, with Avinash Dixit, wrote *Thinking Strategically*, a popular, non-technical account of game theory, helped fuel this interest.

Two years ago, Nalebuff teamed up with Brandenburger, a UK-born Harvard professor to write *Co-opetition*, a new book on game theory and business.

The authors believe their work reflects a fundamental advance in the subject. "The integration of co-operative and non-cooperative game theory is fundamentally new," says Nalebuff. The central tenet is that business is simultaneously about co-operation and competition: co-operation when it comes to creating a pie and competition when dividing it up.

Much of this depends on understanding who holds the power in a negotiation and few people have an instinctive grasp of this. The authors say the key to such understanding is the concept of "added value", defined as "the

In Japan there is a strong awareness of the importance of relationships. The duality between competition and co-operation seems to strike a real chord

size of the pie when you are in the game minus the size of the pie when you are out of the game". That is linked to the idea of "complementers", Brandenburger and Nalebuff coined this to describe the situation where customers value a product more when they have it in conjunction with the complementor's product. By contrast, a player is your competitor if customers value your product less when they have the other player's product than when they have yours alone.

The idea of complementers is most easily illustrated in hardware and software. For example, one of Intel's big challenges is that existing software applications do not push the limits of microprocessors, restricting demand for the company's next-generation chip. So it is heavily subsidising a desktop videoconferencing system in an effort to boost sales of more

powerful chips. By urging businesses to consider investing in complementary products, Brandenburger and Nalebuff are challenging the belief that companies should stick to core products. "Businesses often say you should stick to your knitting. [But without complementary products] your product may not succeed and no one has the same interest in your success as you do," says Nalebuff.

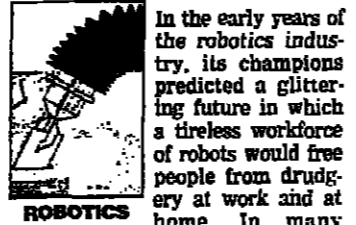
But the authors are aware that the idea of "co-opetition" risks being misinterpreted as advocating collusion. "People think it is a euphemism for cartel. We don't mean it that way," says Nalebuff.

Others may feel that the description of the book as "a revolutionary mindset that combines competition and co-operation" is an exaggeration. At a time when companies are entering alliances with competitors as never before, the advantages of co-operation are already widely known.

Both authors recognise that the issues they have raised will be received differently around the world. "I think there is a strong cultural element," says Brandenburger. "The book does reflect a more dynamic and negotiation-driven approach to business that I think is more the culture in the US than it might be in Europe." He also points to Japan, where there is already a strong awareness of the importance of relationships and indeed of game theory. "The duality between competition and co-operation seems to strike a real chord," he says.

But the authors believe the appeal of game theory should be wider-reaching and longer-lasting than most management ideas. Unlike many fads, it does not offer slogans to be taken at face value, says Nalebuff. "Game theory is beneath the floor, something that is more a way of thinking. It is a tool for analysis."

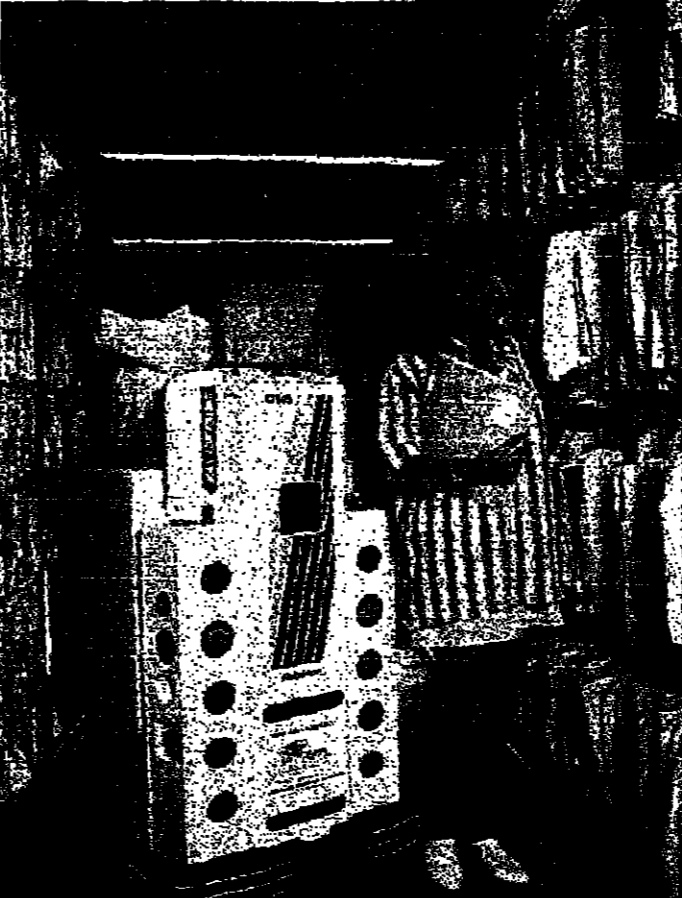
Co-opetition, by Adam Brandenburger and Barry Nalebuff, published by Doubleday price £24.95.



ROBOTICS AT WORK

In the early years of the robotics industry, its champions predicted a glittering future in which a tireless workforce of robots would free people from drudgery at work and at home. In many ways, the industry has lived up to its early promise. Robots can paint cars, salvage nuclear fuel and even assist in surgery. Yet it has largely failed to produce the machines that grip the popular imagination: the talking, moving versions that perform everyday chores.

But skimming along the spottier corridors of the Princess Marie-Astrid Hospital in Luxembourg is a robot that, at least in some respects, looks the part. This white, 5ft-tall machine with flashing orange lights, three emergency stop buttons, an array of on-board sensors and a synthetic voice that can be programmed to speak in six languages, looks more suited to a science fiction film than a hospital.



A robot named Max nursing staff have been released from mundane chores

Hospitals are now discovering the benefits of a machine that acts as a porter, writes Vanessa Houlder

Delivered by robots

It has also been shown to save money, as long as it is used enough. In the US, where rental agreements are the norm, it costs \$6 (£4) an hour for the first 12 hours, \$5 an hour for the next six and \$4 an hour for the following six.

Crashes have proved rare but the original design was modified after one collision with a patient in a wheelchair with a leg in plaster. The forward-looking sensors had failed to detect the horizontal obstacle. "It didn't hurt the man; it shook him up," says Engelberger. After that, the robot acquired ultrasonic sensors that control braking.

More than 50 hospitals in the US have these robots, known as HelpMates. Last year, Transitions Research Corporation of Danbury, Connecticut, which makes and markets them in the US, struck a deal under which Ots, the US lift manufacturer, took on marketing in Europe. So far, it has installed four, mostly on a trial basis, in France, Denmark, Berlin and Luxembourg.

COMMERCIAL PROPERTY

REAL ESTATE IN SWITZERLAND
GENEVA-COLOGNY

For sale
MAGNIFICENT PLOT OF LAND
OF ABOUT 20'000 m²
with view on Geneva Lake.

Constructable for one prestigious residence.

Sale by transfer of capital share through American (U.S.) Company Law.

For further information, apply to Jean-Pierre ODIER, Real Estate
5, chemin Malombré - CH-1206 Geneva
Tel: +41 22 346.95.35 - Fax +41 22 789.33.02

INVEST IN SWISS REAL ESTATE

- Income properties in Geneva
- Sale authorised to foreign investors
- Tax exemptions
- Net return 5% - 5.5%

For further information, contact us, or send us your business card:

SOCIÉTÉ PRIVÉE DE GERANCE

36, route de Chêne - CH-1208 Genève
TEL: (41-22) 849 61 61 - Fax: (41-22) 849 61 04
No. 1 full service real estate company in Geneva

MAKE A SAFE, EASY AND TROUBLE FREE INVESTMENT

BUY A SMALL ONE STAR HOTEL IN PARIS

31 rooms all with private toilet and bath or shower, colour TV, direct dial telephone, soundproof windows, courtyard, plus 10 rooms under renovation, left bank, near Montparnasse.

597,000 GBP

Write to: Box C4590, Financial Times,
One Southwark Bridge, London SE1 9HL

FOR SALE

PATRIUM COMPANY
BONDGENOTENLAAN, LUYVEN
MAIN STREET OF LUYVEN, BELGIUM

Exceptional complex 1,382 m², ground floor

Located directly across from Super City, a shopping centre and cinema complex with underground parking (capacity: 250).

Minimum annual yield: 4,400,000 Fr

Exit capability via Justus Lipsiusstraat.

For information, fax to 00-32-16-2329.15 or call 00-32-16-2327.77 during office hours. After 8.30 pm 00-32-16-40.71.14

FRANCE

We specialise in marketing commercial property in France, and act on behalf of major international banks, insurance companies, investors and developers. Through our proactive and strategic marketing methods, we have achieved significant results for our clients. If you are having difficulties in finding or selling your commercial property in France you should speak to us first.

RM INVESTISSEMENTS
72, rue de Fribourg, St Heland 17008 Paris
Tel: (11-26) 07 96 07 - Fax: (11-26) 07 96 08

SURE VALUE
CANNES - FRENCH RIVIERA

PRIVATE SALE
BUTCHER'S SHOP
Approved by the French Veterinary Institute
Established for more than 30 years.

EXCEPTIONAL SITE
Wholesale, supplying quality requirements, more a team of 12 qualified employees.
22,000,000 FRENCH FRANCS
Turnover per year.

Write to: HAVAS Regis, 208 Route de Grenoble, 03207 NICE Cedex 03, FRANCE. Ref: 101894 who will translate.

POULTRY OPPORTUNITY

Proposals invited for the development of a green field site, approximately 20 acres, flat with excellent access and services, 40 miles North of London, 10 miles from M40 and M1 with full planning consent for an intensive poultry unit.

Overnight sale, joint venture or an opportunity for a person with extensive knowledge of this industry to benefit from the beginning of operations.

Write to: Box 84692, Financial Times,
One Southwark Bridge, London SE1 9HL.

FRENCH ALPS
Chalet Hotel 27 Logis de France
15 rooms, resin, hot, penthouse apartment, well equipped,
to £200,000+ pa. Superb location in ski resort, good summer business,
50 mins Geneva. Sale or lease purchase. Min capital req: £80,000.
Tel: 00 33 07 97 82 78
Fax: 00 33 07 97 82 78 ask for Tracy

UNREPEATABLE SITE 1.7 ACRES

Prime location with stunning panoramic views across clamped to Colde.
Planning 31 luxury flats or four 5,000 ft houses or superb hotel site.
High class St Margarete's Bay, Kent.
Possible sell house plots individually.
01233 610637 (Fax 0234409)

TO SAVE ALL THESE TREES WE HELP CHOP DOWN THIS ONE

⤵

Tropical hardwood trees are more valuable to loggers than other trees in the rainforest.

High prices for hardwoods cause that loggers have no qualms about chopping other trees that stand in their way.

So a WWF project in Costa Rica is restoring steps of felling a tree without bringing down several others around it.

And how to remove it without felling a patch through the surrounding trees.

If the rainforest are used wisely, they can be used forever. Help WWF prove this in rainforest around the world, by writing to the Membership Office at the address below.

WWF
World Wide Fund For Nature
(formerly World Wildlife Fund)
International Secretariat, 108 Guild Street, London WC2E 9JF

THE PROPERTY MARKET

In search of a new breed

Simon London on a challenge from the UK government

Most UK property investors seem to view the government's current private finance initiative as at best an irrelevance and at worst a threat.

The stock response from property companies is that PFI projects are a distraction from more profitable opportunities which exist in the mainstream market.

Today, however, the Department of Social Security will announce plans to transfer up to 800 office premises to the private sector under the PFI.

The contract to own, manage and upgrade facilities for more than 25 years could have a net present value of about £4bn.

The portfolio is likely to generate annual rental income of about £170m - more than the annual rental income of Hamersley, the fourth largest UK property company.

An invitation to participate in the provision of government accommodation on this scale demands to be taken seriously, regardless of the knee-jerk antipathy of the property industry towards the PFI.

The unenthusiastic attitude of many property investors has two roots.

First, the property market ethos is based on striking opportunistic deals away from the public eye. The PFI demands a long and expensive bidding process, in which all participants have access to equal information.

It is no surprise that construction companies - which are used to competitive tendering for large contracts - have taken the lead.

There is no reason why BT or British Gas should be in the property business any more than the DSS. On a long view, the implications are revolutionary.

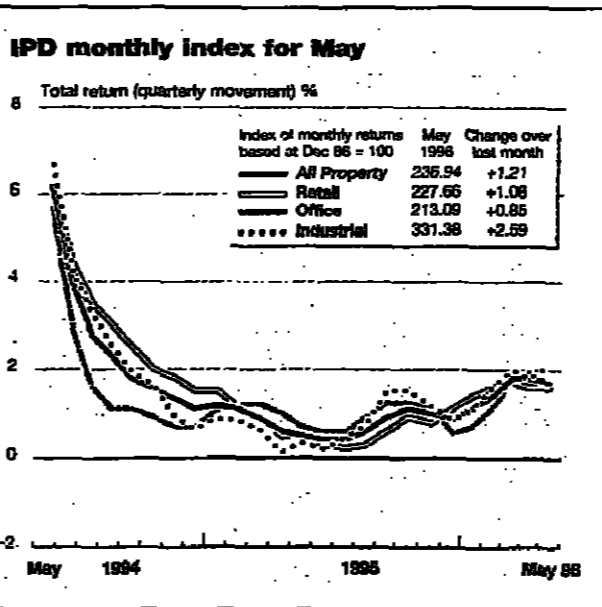
The DSS aside, there is already an impressive list of property-related PFI projects in the pipeline, taking in the Treasury building, the Inland Revenue (in Manchester, Glasgow and Edinburgh), National Savings (in Durham, Glasgow and Blackpool), and probably the Ministry of Defence main building in central London.

Most property companies will probably prefer to take the short-term view that bidding for PFI projects is a time-consuming distraction. The handful of companies which have shown themselves capable of delivering spectacular returns are probably right not to get involved.

Others will take the view that the PFI is another nail in the coffin of the office property market by leading to the release of millions of square feet unwanted government space. These will continue to weight their portfolios in favour of shopping centres and leisure parks.

The truth is that a gap is opening up for a new type of property company which marries construction and facilities management expertise with traditional property flair and risk management.

The consortium which wins the contract for the DSS portfolio could be the first of this new breed.



Slight slowdown

Commercial property values declined by 0.3 per cent during May, according to the IPD monthly index, the 22nd consecutive month of decline. Capital values fell in the retail, office and industrial sectors, even though rental values improved by 0.1 per cent for the second consecutive month. As a result, the all property rate of total return slowed slightly in May to measure 0.5 per cent against 0.6 per cent in April.

On a 12-month view, the trend in capital values, rental values and total return are showing some improvement. The all property rate of total return was 4.8 per cent for the year to May, against 4.4 per cent to April. Capital values declined by 0.3 per cent, against a fall of 0.7 per cent. Rental value growth strengthened to 0.5 per cent in May, up from 0.3 per cent in the year to April.

Industrial property was the best performing sector in May, showing a total return of 0.8 per cent. Retail recorded a total return of 0.5 per cent, unchanged from April. The total return from offices fell from 0.7 per cent to 0.4 per cent, mainly reflecting a 0.3 per cent decline in capital values during May. Industrial property is the best performing sector, returning 5.6 per cent in the 12 months to May.

منذ تأسيسه

COMMENT & ANALYSIS

Philip Stephens

Fed up with fudges

Mr Blair has tightened his grip on the Labour party, and is determined to present voters with clear and realistic policies



Let us not delude ourselves. We cannot be certain how Tony Blair's Labour party would rule unless and until it wins power.

That said, Mr Blair still has a problem. It is easily stated. Never mind what he would actually do in 10 Downing Street.

There are those among Mr Blair's colleagues who are not much fussed by such reactions. They are sure the Conservatives have lost the election.

more, tax more, wreck the constitution and give in to Europe.

Hence Mr Blair's pronouncements this week on Scottish and Welsh devolution.

The electorate has to take more than usual on trust to choose a party which last governed 18 years ago, and then hardly distinguished itself

Mr Blair plans to say the authority given to the Edinburgh parliament must be set out explicitly and in detail in the relevant legislation.

This particular about-turn is only one part of a bigger picture. Next week the Labour leader will publish his party's promised mini-manifesto.

New Labour now has a leader who would not only retain the Trident nuclear deterrent but is ready to proclaim that, if necessary, he would press the button.

seems making more hard choices over coming months. The shadow chancellor has not made up his mind how he would respond to income tax cuts in the November Budget.

Mr Blair considers that he has produced a realistic prospectus for a first term of office. Next week's mini-manifesto will set out the priorities: educational opportunity, reform of the welfare state, a limited but active partnership between government and industry.

More than that, Mr Blair needs some convincing emblems, easy symbols of his ambition for government. When they eventually reach the polling booths, the voters will ask themselves what a Labour government would offer them.

Hardly a leap in Japanese growth

From Mr Richard A. Werner. Sir, The strong Japanese gross domestic product figures of 5.7 per cent year on year real growth in the first quarter evoked a strong reaction from surprised economists.

The claim that the figures must have been wrong or distorted was also made about the "surprisingly" strong fourth-quarter 1995 figures, when GDP accelerated from 2.5 per cent year on year real growth.

Mr Reading's suggestion that more than half of the first quarter growth was due to the leap day in February is a bit much, though. Leap days are not introduced at short notice.

Richard A. Werner, chief economist, Jardine Fleming Securities, Tokyo branch, Yamato Seimei Building, 1-7 Dchikawai-cho 2-chome, Chiyoda-ku, Tokyo 100

Union's campaign yet to succeed

From Mr Dan Galina. Sir, We were pleased to read Robert Taylor's article on global trade union campaigns ("United across the Internet", June 25), but one item needs correction.

The JUF, the foodworkers' international union, in co-operation with human rights and other groups, has indeed pressed these companies not to invest in the country on the grounds that under present conditions such

investments can only tighten the military's grip on power. In response to public pressure (and the loss of a lucrative contract with Harvard University), PepsiCo announced in April that it was relinquishing its ownership in the company's Burmese bottling operation.

His observations lack substantiation, add nothing to what we consider is an important debate and seem to have done little to advance the subject.

George Nissen, chairman, Securities Institute Ethics Committee, Alastair Ross Goobey, chief executive, Hermes Pension Management, Graham Ross Russell, chairman, Securities Institute, Hugh Stevenson, chairman, Mercury Asset Management Group, Centurion House, 24 Mount Street, London EC3R 8JF, UK

procurement office of the Burmese military, and justifies its presence with the argument (among others) that PepsiCo remains active.

financial centre, if we were to conclude that the rule book and the pursuit of personal profit were the only factors motivating conduct.

J. Fourel, 79 Powerscroft Road, Clapton, London E5 0PT, UK

Positive discussion on ethics sought

From Mr George Nissen and others. Sir, We write in response to Joe Rogaly's article "Dodgy fees and morality" (June 22/23).

The main purposes of the Securities Institute are to maintain and strengthen standards of integrity and competence in individual practitioners.

It is disappointing and depressing, therefore, that a journalist of Mr Rogaly's standing should write in such sweeping (eg, "Practitioners are hucksters") and cynical tones on ethical standards among securities practitioners.

But we believe that this can be achieved and that it would be a sad day for London, as a pre-eminent international

Puzzling connection for the French

From Mr J. Fourel. Sir, Harry Riley's column on Sun Life and corporate governance, "French leave for shareholders" (June 23/25), combined, as usual, substance with stylistic felicity.

of course, is what "la vie du sol" evokes in a French mind. One can only surmise that, when writing his column, Mr Riley was either daydreaming in Spanish, or, having just reread the famous scene between Kate and her lady-in-waiting in Shakespeare's Henry V, was indulging in the Bard's penchant for Anglo-French puns.

governance drafted in that spirit. Regardless of the influence under which his pen happened to be at the time, Mr Riley may rest assured that his column shall continue to be a "rayon de soleil" in my weekend.

Europa • Manfred Neumann

The ins and outs of Emu

A new exchange rate mechanism will be needed to enable countries to enter monetary union later

The difficulties experienced by many European Union countries in reducing their fiscal deficits have led to fears that the starting date for economic and monetary union (Emu) will be postponed.

However, this raises the danger of a split between the "ins" and "outs" that could prove divisive unless some institutional link is created to stabilise monetary and economic relations between them.

I believe that a new exchange rate mechanism along the following lines could avoid such problems: ERM II should define the exchange rates of its member currencies against the euro, with a normal fluctuation margin of up to 4.5 percentage points around the central rate.



It and we exchange rate within the narrow band for two years before entry to the single currency.

The European central bank would be under no obligation to support intervention when currencies in ERM II came under pressure.

gets and try to keep their exchange rates within the narrow fluctuation band.

The model is that of Austria, which stabilised its exchange rate against the D-Mark for years before joining the ERM.

Some have argued that participation in ERM II should be compulsory to stop a country outside the single currency seeking competitive advantage through devaluation.

They will be helped by the presumption that the European central bank is likely to intervene when exchange rates come under pressure - this will stabilise exchange rate expectations.

And making the final conversion into the euro dependent on the central exchange rate in ERM II will also help stabilise exchange rates.

Finally, it is unlikely that any country will wish to adopt a strategy of competitive devaluation since this will result in rising inflation and drive it further from the desired state of convergence.

The author is director of the Institute for International Economic Policy, Bonn University, and chairman of the Advisory Council of the Federal Ministry of Economics, Bonn.

Advertisement for Lyon-Satolas Airport. Features a globe and text: "How would the G7 get to Lyon without Lyon-Satolas airport? Lyon-Satolas is fast becoming France's N°2 international airport after Paris... LYON-SATOLAS AIRPORT YOUR GATEWAY TO THE WORLD"

Handwritten signature or note at the bottom of the page.

FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL
Tel: +44 171-873 3000 Telex: 922186 Fax: +44 171-407 5700
Friday June 28 1996

The markets get their man

The collapse of the copper market this month was not merely the work of one rogue trader at the Sumitomo Corporation, as the company claimed.

The history of commodities is littered with such misguided attempts to restrain market forces. In the early 1980s, the Hunt brothers almost succeeded in cornering the silver market...

Supply and demand

Commodities lend themselves to such attempts at price-control because the markets are dominated by relatively few large players - often producers, which are able to generate big price swings with relatively small amounts of money.

Constitutional muddles

The case for constitutional change will dominate British politics until the general election. If Labour wins, reform will be a critical priority for the next government.

tar, albeit often only after a long time - in this case 10 years. With hindsight, it is clear that copper users have been paying more for the metal than they need have done.

More transparent

It is in the interests of countries which are net consumers of commodities - and that means most of the world - to see free and fair commodities markets.

First, while the LME has become a much more transparent market since the 1988 tin crisis, it remains to improve the supervision of its clients.

Second, to ensure that things are not only fair but seen to be fair, the exchange should recruit more board members and more staff from outside the metals world.

Third, it is time to integrate the regulation of the futures market - which is subject to investor-protection legislation - and the cash market - which is not.

Finally, the LME and its counterparts in other countries need to expand and accelerate the exchange of information about suspicious-looking transactions.

Whether to entrench the convention into UK law. By the same token, Labour's commitments to entrenching the convention, reforming the Lords and devolving power to Edinburgh are unobjectionable in principle.

Ardent reformers

So much so that he is risking the wrath of his more ardent reformers. Earlier this year he watered down Labour's commitment to regional government in England.

The decision to hold pre-legislative referendums is right in principle. If they produce decisive majorities they will also provide a valuable head of steam to circumvent parliamentary obstruction.

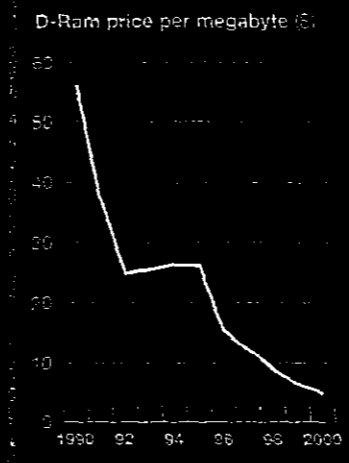
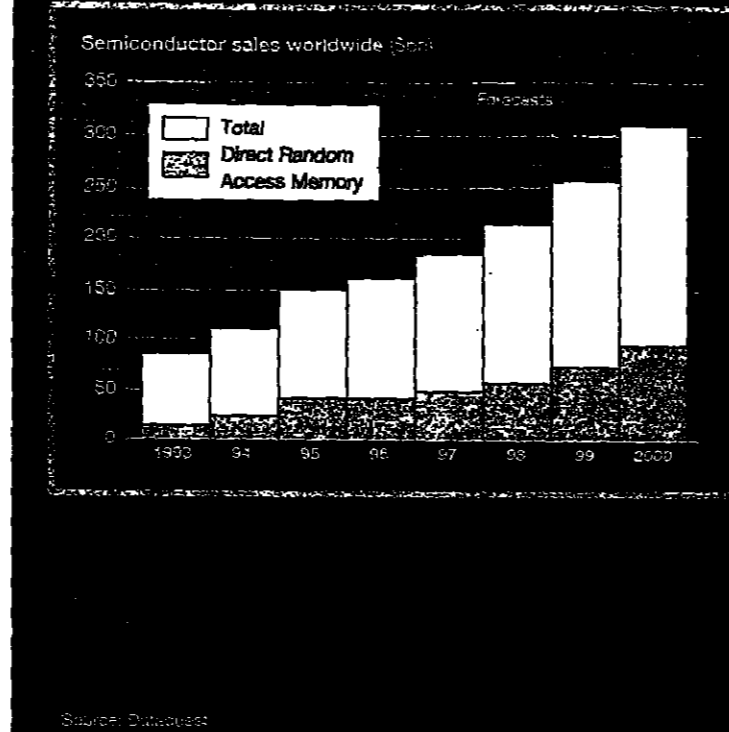
But there remains a flaw. The decision to separate in the Scottish referendum the questions of a parliament and its fiscal powers is odd.

More serious still is the refusal to face up to the implications of an Edinburgh parliament for Scottish representation in the Commons.

Devolving power

This led Mr Major into an extraordinary defence of the parliamentary role of the hereditary peerage - an anomaly which even previous Tory leaders agreed was long overdue for reform.

Semiconductors: a market in turmoil



Worldwide semiconductor market by application table with columns for 1995, 1996, 1997, and CAGR.

Leading chip manufacturers table with columns for 1995 sales, Revenue (\$m), Revenue share % of total, and % revenue growth 1994-95.

A low point for high-tech

John Burton, Louise Kehoe, Michiyo Nakamoto and Paul Taylor on the shockwaves caused by a plunge in the price of computer chips

It is only nine months since the world semiconductor industry was forging ahead. Demand for chips was so great that there was a shortage, analysts were forecasting record growth and manufacturers were unveiling plans for dozens of \$1bn chip factories.

per cent to 11m chips a month. The share price of Samsung, the world's largest memory chip producer, has halved since the beginning of the year.

a US memory chip manufacturer, called on the US Department of Commerce to launch an expedited investigation of the alleged dumping after falling prices led it to halt construction of a new plant in Utah.

research group formed by former Dataquest analysts, is even more pessimistic in predicting a 9 per cent decline in sales this year.

Japanese semiconductor makers have also been hit. NEC, Japan's largest semiconductor maker and the world's second largest, has said it will cut production of 16Mb D-Rams by 18 per cent from 11m units to 9m, and postpone plans to increase production to 18m units by January.

Second, Korean producers have raised their spot prices to head off legal action in the US where there have been allegations of dumping by Hyundai and LG Semicon. Earlier this month, Micron Technology,

the Wall Street stockbroker, expects semiconductor revenues to grow 15 per cent this year to reach \$165bn. The Semiconductor Industry Association, a US trade group, is projecting 6.7 per cent growth while Dataquest recently lowered its growth forecast from 22 per cent to 7.6 per cent.

Alarm signals for investors

The strongest sign that investor alarm is spreading beyond the commodity chips sector came in Amsterdam earlier this month when shares in Philips, the Dutch electronics group, slid nearly 9 per cent in less than a week.

Second, Korean producers have raised their spot prices to head off legal action in the US where there have been allegations of dumping by Hyundai and LG Semicon. Earlier this month, Micron Technology,

there is overcapacity, they can force prices down." Last year, Philips cut prices - but by only 2 per cent below 1994 levels. This year Mr van Beek expects a 7 per cent decline.

OBSERVER

Spooky CIA slips up

The Central Intelligence Agency has taken to the internet. Not to uncover other people's secrets, it seems, but to "communicate" more widely its "Vision, Mission and Values".

Under the heading "What we stand for", the agency's cyber-pages tell us that it has "a deep commitment to the customer". It adds that it achieves its goals through "total participation of an excellent and diverse work force".

Ad astra

With friends like these... As Hakun Mogren, chief executive of Sweden's Astra, was battling at a press conference on Wednesday to restore his company's battered reputation following allegations of sexual harassment against Astra executives in the US.

Ramqvist, who is chief executive of Ericsson, told a Swedish business magazine the scandal had "helped to get Astra's name known in the US without expensive advertising costs".

Bare essentials

Perhaps the sponsors for the Palm Springs Suns baseball game were flailing. Any day, under a promoter hit on the bright idea of having a Clothing Optional Night in early July.

You may have missed it, but yesterday was annual general meetings day in Japan. Not that it's officially declared as such, simply that Thursday was the day when thousands of company shareholders gathered to hold their annual shareholders' meetings.

Czechspeak

Those who feel that Wednesday's football result was an England victory in all but the final score line may welcome a crash course in Czech for use at the weekend. A Czech reader of Observer, attending the match at the weekend, has helpfully provided this guide (partly phonetic, to help English speakers).

The most common exhortation is Do toho, do toho ("Come on", or "Just do it"). In case players are in doubt about who is being addressed: "Chehl, Chehl, Chehl" (Czechs, Czechs, Czechs). Plus, if action seems to be slowing, "Poďte hochle pojďte do toho".

50 years ago

Infantry in Canada. Presenting his first full-year peace-time Budget in the Canadian Parliament, Mr James L. Isley, Finance Minister, called for peak production of civilian goods as a safeguard against inflation.

British North Borneo Company. A special meeting of the company was held in London. Major-General Sir Neill Malcolm, the president, presiding. He said: "We are being asked by His Majesty's Government to commit hard labour, and in the orthodox manner they have presented us with a silken cord and phial of poison. We may choose which we like, or take nothing. But, quite frankly, this is an ordinary procedure, as they said to us in their first notice, that the Government felt the time had come when they must resume complete responsibility for the administration of the territory."

